Empowering the Pharmacy Academy and Pharmacists to Impact the Health Care Landscape

Adopted: July 2024

American Association of
Colleges of Pharmacy AACP

Pharmacists help people live healthier, better lives.

Executive Summary

AACP Mission

Advance pharmacy education, research, scholarship, practice and service, in partnership with members and stakeholders, to improve health for all.

AACP Vision

We envision a world of healthy people through the transformation of health professions education.

AACP Diversity Statement

AACP affirms its commitment to foster an inclusive community and leverage diversity of thought, background, perspective, and experience to advance pharmacy education and improve health.

Strategic Priority 1: Outreach and Engagement

Increases in enrollment, increases in AACP membership, and increases in advocacy and strategic engagement efforts advance and expand the capacity for pharmacists, future practitioners and other pharmacy profession personnel to provide optimal care for individuals and populations. In addition, a high priority is given to our Association-wide agenda on diversity, equity, inclusion, anti-racism, accessibility and belonging that moves us towards health equity and achieving optimal and improved health for all.

GOAL 1: Develop and enhance programs to increase and expand the number of students, faculty and staff in the pharmacy profession.

GOAL 2: Expand and increase engagement in AACP membership.

GOAL 3: To champion positive change, enhance our advocacy and strategic engagement efforts to raise awareness and drive pharmacy policy initiatives.

GOAL 4: Promote and prioritize efforts related to our DEIAB agenda. (*DEIAB = diversity, equity, inclusion, anti-racism, accessibility, belonging*)

Strategic Priority 2: Education

AACP and its members are responsible for educating and preparing pharmacists, faculty, and academic staff who are ready to lead and engage in advancing pharmacy education and training, practice and research. Here we aim to move closer to an optimal workforce through competency-based models for pharmacy admissions and matriculation, the use of innovative curricula and technology, and the assurance that student, faculty, preceptor and staff well-being is achieved and maintained.

GOAL 1: Develop and support the implementation of methods and tools to deliver an effective and innovative curriculum to support students' preparedness and outcome achievement in becoming medication experts.

GOAL 2: Enhance the holistic well-being of faculty, staff, preceptors and students to ensure a healthy pharmacy workforce. (*Well-being is defined as a positive state of existence and satisfaction with one's life across multiple domains*)

Strategic Priority 3: Practice

AACP supports the continued evolution of community pharmacy towards a primary care model with pharmacists serving the public by working with other members of the health care team to deliver products and clinical services within the full scope of their practice and preparing pharmacists to evaluate, advocate for and implement scope of pharmacy practice expansion to meet patients' and public health needs.

GOAL 1: Advance the ongoing transformation of community-based pharmacy practice.

GOAL 2: Prepare pharmacists for scope of pharmacy practice expansion.

Strategic Priority 4: Research and Scholarship

AACP recognizes the essential contributions of research and scholarship to the "body of knowledge", and the importance of increased and ongoing support of faculty and student research, educational programming focusing on researcher development and collaborations, and the development of organizational infrastructure with sustainable pathways to pharmaceutical science graduate education, research careers and fellowships.

GOAL 1: Support faculty and student research across all areas of scholarship.

GOAL 2: Develop infrastructure within AACP for expanding pathways to graduate education and research careers in colleges and schools of pharmacy for individuals with varied backgrounds and experiences.

In November 2023, the AACP Strategic Planning Committee (SPC) launched the strategic planning efforts to develop a plan to guide the Association for the years 2024–2026. Using the "continuous strategy process", we are deciding what we want to achieve over a shorter time period, allowing us to be more nimble, more responsive and more proactive regarding the issues and concerns facing the pharmacy academy and profession. The strategic theme, "Empowering the Pharmacy Academy and Pharmacists to Impact the Health Care Landscape" acknowledges that we need to intentionally and constantly work within an ever-changing healthcare environment.

Our strategic framework incorporates the chain of elements starting with the development of *strategic priorities, goals and objectives;* then the implementation of *action plans and activities*, using necessary and available inputs, to yield *outputs, measurable outcomes and impacts*. This draft strategic plan reflects four evergreen strategic priorities— **Education**, **Practice** and **Research**, taken from the AACP Mission—plus, **Outreach and Engagement**. What follows below are the draft goals and objectives under each strategic priority. The Addendum section of this draft plan provides additional descriptions and details essential to understanding this important roadmap to the Association's effectiveness and success.

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Strategic Priority 1: Outreach and Engagement

Goal 1: Develop and enhance programs to increase and expand the number of students, faculty and staff in the pharmacy profession.

Objective 1: Partner with member institutions and other stakeholders to develop and strengthen outreach strategies, resources, and recruitment events for prospective pharmacy students.

Goal 2: Expand and increase engagement in AACP membership.

Objective 1: Develop a plan to introduce AACP and its benefits, and to expand engagement, outreach, and membership with: pharmacy trainees (e.g., students, residents, fellows, post-graduates); pharmacy practice faculty who have not been AACP members; adjunct and non-academic preceptors; pharmacy technicians; scientists; new faculty and professional staff who receive complimentary 2-year membership.

Objective 2: Conduct a survey or convene focus groups for non-member practice faculty and preceptors to determine what they need from AACP that they are not already receiving through other avenues, collaborating with Experiential Education and Pharmacy Practice Sections.

Objective 3: Enhance engagement with new and less represented stakeholders by developing innovative pathways to careers in pharmacy and pharmaceutical sciences through collaboration with colleges/schools of pharmacy (e.g., pharmacy technician training programs, BSPS degrees).

Goal 3: To champion positive change, enhance our advocacy and strategic engagement efforts to raise awareness and drive pharmacy policy initiatives.

Objective 1: Develop a program and resources for Pharm.D. and graduate students to have access to advocacy training.

Objective 2: Partner with stakeholders to lead, convene and participate in advocacy efforts, activities and events for the advancement of pharmacy practice on state/local, national and global levels in various areas (e.g., community pharmacy transformation, scope of pharmacy expansion, pharmacist provider status, research, and workforce well-being).

Goal 4: Promote and prioritize efforts related to our DEIAB agenda.

Objective 1: Develop and implement recruitment, outreach and retention strategies to obtain and support a more diverse population of learners, faculty members, and staff at member institutions to meet the needs of an increasingly diverse patient population.

Objective 2: Develop and provide resources, programs, and project opportunities that address the DEIAB goals

Strategic Priority 2: Education

Goal 1: Develop and support the implementation of methods and tools to deliver an effective and innovative curriculum to support students' preparedness, and outcome achievement in becoming medication experts.

Objective 1: Evaluate the advantages and disadvantages of Competency-Based Education and other curricular models/frameworks that support outcomes achievement for students.

Objective 2: Critically assess prerequisites to Pharm.D. programs considering options for competency-based admission requirements; and evaluate pre-matriculation programs and preparation resources for effectiveness.

Objective 3: Related to curricular innovations, explore and summarize options to support the inclusion of technology (e.g., digital health, artificial intelligence) in pharmacy teaching and curriculum.

Goal 2: Enhance the holistic well-being of faculty, staff, preceptors, and students to ensure a healthy pharmacy workforce.

Objective 1: Compile resources and tools addressing and measuring well-being among faculty, preceptors, staff, and students. (e.g., certificate programs, web resources, and assessment tools) and provide guidance on their use.

Objective 2: For faculty, with input from committee/task force reports on workload and well-being, develop specific recommendations to address academic pharmacy workforce challenges, including but not limited to faculty workload management, well-being, the size and composition of faculty, and navigating changes in broad university policies on promotion and tenure.

Strategic Priority 3: Practice

Goal 1: Advance the ongoing transformation of community-based pharmacy practice.

Objective 1: Create and deliver programming on the transformation of community-based pharmacy practice to be reflected in: the curriculum; teaching/learning environments; collaborations with stakeholders within and external to pharmacy; and pharmacy workforce readiness for expanded community-based pharmacy practice.

Objective 2: Within the pharmacy academy, amplify the value and improve the visibility of community-based pharmacy practice.

Goal 2: Prepare pharmacists for scope of pharmacy practice expansion.

Objective 1: Create new programs and collaborate with other organizations in the education/training of pharmacists in evolving areas of pharmacist-provided patient care services.

Strategic Priority 4: Research and Scholarship

Goal 1: Support faculty and student research across all areas of scholarship.

Objective 1: Provide resources for research in all areas of scholarship including the development of data access and use policies for AACP institutional research data, and guidance on funding and collaboration opportunities.

Objective 2: Provide educational programming focused on researcher development and collaboration, starting with a grant writing program for launch in 2025 and a Learning Management System (LMS) program in implementation science in 2024/2025.

Goal 2: Develop infrastructure within AACP for expanding pathways to graduate education and research careers in colleges and schools of pharmacy for individuals with varied backgrounds and experiences.

Objective 1: Expand the reach of recruitment, career development and postgraduate training opportunities (e.g., PharmGrad, the PharmGrad Directory and PharmOn) for schools and prospective students.

Strategic Plan 2024–2026 Priorities
"Empowering the Pharmacy Academy and Pharmacists to Impact the Health Care Landscape"

The AACP Strategic Plan is the universal roadmap to guide the action plans across the Association, including that of its governance, affinity and other volunteer groups. With a focus on our mission and vision, AACP aims to ensure that pharmacists and the pharmacy profession continue to tackle the challenges and address the problems critical to the readiness and sustainability of the pharmacy workforce serving all communities and populations. The strategic priorities, taken from our mission statement, are the evergreen pillars that help define what we want to achieve to have the greatest impacts. Under each priority we set specific goals and objectives deemed to be most important at a given point in time, for one year, or two years or on an ongoing basis until we have achieved the desirable level of progress and impact, as determined by outcome indicators or metrics, member satisfaction and success, and advancements in the pharmacy profession. We welcome you as an important part of our strategy journey!

Strategic Priority 1: Outreach and Engagement

The advancement of pharmacy practice depends on having a robust pharmacy workforce. This calls for an increasing number of learners/trainees, faculty, preceptors, pharmacy technicians, and academic staff from all demographics, cultures and backgrounds to be part of the expanding pharmacy education, pharmacy practice and AACP landscape. Under the **Outreach and Engagement** priority area, increases in enrollment, increases in AACP membership, and increases in advocacy and strategic engagement efforts advance and expand the capacity for pharmacists, future practitioners and other pharmacy profession personnel to provide optimal care for individuals and populations. Pharmacy practice transformation and expansion are contingent on both advocacy and execution to meet patients' and public health needs. Given that progressive pharmacy practice advocacy must have effective partnerships and collaboration within and external to the pharmacy profession, AACP aims to increase visibility and engage more with all types of pharmacy professionals and stakeholders. Utilizing advocacy champions at member institutions, in collaboration with other groups within and external to AACP, will create a coordinated effort to advocate for pharmacy practice scope expansion across the Academy. Under this priority area, we will keep abreast and vigilant of emerging developments, communicate with our members, and promptly respond to inquiries and views related to the profession.

A high priority is given to our Association-wide agenda on diversity, equity, inclusion, anti-racism, accessibility and belonging. The goals related to this agenda cover a wide range of efforts and initiatives (e.g., enrollment, recruitment, retention, professional development, research, scholarship) that move us towards achieving optimal and improved health for all. Indicators for successful outcomes under this priority area will include an increase in the numbers, diversity and level of effective engagement of pharmacy students, faculty, preceptors and staff in the pharmacy profession and the AACP association programs, opportunities and advocacy efforts.

GOAL 1: Develop and enhance programs to increase and expand the number of students, faculty and staff in the pharmacy profession.

GOAL 2: Expand and increase engagement in AACP membership.

GOAL 3: To champion positive change, enhance our advocacy and strategic engagement efforts to raise awareness and drive pharmacy policy initiatives.

GOAL 4: Promote and prioritize efforts related to our DEIAB agenda.

(*DEIAB = diversity, equity, inclusion, anti-racism, accessibility, belonging*)

Strategic Priority 2: Education

Under the **Education** priority area, AACP and its members are responsible for educating and preparing pharmacists, faculty, and academic staff who are ready to lead and engage in advancing pharmacy education and training, practice and research. Here is where AACP and its members identify and commit to the competencies essential to achieving and sustaining a thriving and impactful workforce. The goals and objectives under the Education priority area aim to move us closer to that optimal workforce through competency-based models for pharmacy admissions and matriculation, the use of innovative curricula and technology, and the assurance that student, faculty, preceptor and staff well-being is achieved and maintained with an emphasis on the workplace or academic well-being domain. Using existing and emerging methods, models and resources, indicators of successful outcomes will include improved preparedness of Pharm.D. students and an increase in sustained well-being of students, faculty and staff.

GOAL 1: Develop and support the implementation of methods and tools to deliver an effective and innovative curriculum to support students' preparedness and outcome achievement in becoming medication experts.

GOAL 2: Enhance the holistic well-being of faculty, staff, preceptors and students to ensure a healthy pharmacy workforce. (*Well-being is defined as a positive state of existence and satisfaction with one's life across multiple domains*)

Strategic Priority 3: Practice

Community-based pharmacy practice is undergoing transition and transformation (*the shift in mindset and actions from a primarily product-based and medication dispensing care model to an expanded care model that includes both the medication products and pharmacist-provided care and services*). AACP supports the continued evolution of community pharmacy towards a primary care model with pharmacists serving the public by working with other members of the health care team to deliver products and clinical services within the full scope of their practice. The goals and objectives under the **Practice** priority can be implemented, for example, through the Academia-Community Transformation (ACT) Pharmacy Collaborative Signature Programs and getting more learner (Pharm.D. and post-grad), faculty, preceptor and researcher involvement in and advocating for community-based pharmacy practice transformation efforts; and preparing pharmacists to evaluate, advocate for and implement scope of pharmacy practice expansion to meet patients' and public health needs, through partnerships/collaborations with other organizations and institutions, and programming/training on topics such as medical billing/coding, credentialing, test and treat, training in pharmacogenomics/personalized care and pharmacist-appropriate diagnosis. With the magnitude of areas for learning and training under this priority area, indicators of successful outcomes will be an increase in the programming content offered to members focused on community-based pharmacy transformation and pharmacy practice expansion opportunities.

GOAL 1: Advance the ongoing transformation of community-based pharmacy practice.

GOAL 2: Prepare pharmacists for scope of pharmacy practice expansion.

Strategic Priority 4: Research and Scholarship

A vital component of pharmacy academia is the priority area, **Research and Scholarship**, important to faculty promotion and tenure. Also essential to the contributions to the "body of knowledge", research encompasses all areas of scholarship as defined by Boyer and outlined in the **Report of the 2023 AACP Council of Deans Taskforce on Pharmacy Research and Scholarship** (*i.e., scholarship of discovery, of integration, of application or practice, and of teaching and learning.*) The goals and objectives under this priority area call for increased and ongoing support of faculty and student research, educational programming focusing on researcher development and collaborations, and the development of organizational infrastructure with sustainable pathways to graduate education, research careers and fellowships within pharmacy schools and the pharmaceutical industry. Indicators for successful outcomes under this priority area will include an increase in the numbers of faculty and researchers accessing available AACP data, resources, programming, research career/training opportunities (graduate school, fellowships) and scholarship opportunities (publications, posters, presentations).

GOAL 1: Support faculty and student research across all areas of scholarship.

GOAL 2: Develop infrastructure within AACP for expanding pathways to graduate education and research careers in colleges and schools of pharmacy for individuals with varied backgrounds and experiences.

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