University of Pittsburgh
School of Pharmacy
Vision

Amy L. Seybert, PharmD, FCCP, FASHP, CHSE
Incoming Dean, School of Pharmacy
Meet the New Dean

• Overview of Achievements
• Why Pitt?
• Vision and Strategy
• Discussion
Academia for 25 years

- Patient care provider
- Simulation innovator
- Residencies and fellowships
- National leader
Overview of Department Achievements

- Department Chair for 12 years
  - 48 full-time faculty
  - 51 residents and 12 fellows
  - Supported 29 faculty to promotion and 10 to conferral of tenure
  - Recruited 32 faculty
- Research Growth

![Department of Pharmacy and Therapeutics Annual Research Funding](chart)
Overview of Department Achievements

- UPMC Collaboration
  - >$40 million in funding over 12 years
  - Our 19 ASHP accredited residencies have generated >610 trainees
  - Research publication rate 7 x national average
  - >720,000 Covid vaccination with faculty, trainees, interns, staff, etc

- Post-Graduate Growth
Why Pitt?
IMAGINE
Vision

- Top 10 NIH Collaborative Partner Expansion
- Training Grants
- Pharmacogenomics Expansion
- Data Science and PharmacoAnalytics
- Pharmaceutical Sciences
- Biotech/Biopharma
- Implementation Science

Education
- Recruitment
- Diversity
- Interprofessional
- New Revenue
- Accreditation
- Experiential
- Graduate and Post-Graduate

Practice Transformation
- Data and Implementation Science
- High-Value Healthcare
- Translational Science and Practice Integration
- Precision Medicine
- Partner Expansion

Fiscal Resources
- New Responsibility-Centered Management Model
- Fundraising and Development
- Stakeholder and Alumni Engagement

Excellence and Diverse Faculty and Staff
- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular Focus
- Embedded in Culture

Research and Scholarship
- Recruit and Retain
- Mentoring
- Development and Promotion

Diversity, Equity, Inclusion, Health Disparities
- Excellent and Diverse Faculty and Staff

Clinical Practice and Service
- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular Focus
- Embedded in Culture

Fiscal Resources
- New Responsibility-Centered Management Model
- Fundraising and Development
- Stakeholder and Alumni Engagement

Excellence and Diverse Faculty and Staff
- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular Focus
- Embedded in Culture

Diversity, Equity, Inclusion, Health Disparities
- Excellent and Diverse Faculty and Staff

Clinical Practice and Service
- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular Focus
- Embedded in Culture

Fiscal Resources
- New Responsibility-Centered Management Model
- Fundraising and Development
- Stakeholder and Alumni Engagement

Excellence and Diverse Faculty and Staff
- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular Focus
- Embedded in Culture

Diversity, Equity, Inclusion, Health Disparities
- Excellent and Diverse Faculty and Staff
Vision
Reputation

“If you build it, they will come”

-Field of Dreams
Research and Scholarship

• Enhance our strengths and maximize potential from discovery to implementation
  • Leveraging the University and region’s strength with emerging biotech corridor and immense interdisciplinary support

- Drug Discovery, Development, & Delivery
- Biochemical & Systems Pharmacology
- Clinical Pharmaceutical Sciences & Precision Medicine
- Pharmaceutical Outcomes, PERU, & Implementation
AACP Research Rankings 2021

#5 All Grants
#5 Total Federal Grants

#10 (2020)
#14 (2020)
## Research: FY2021 NIH Ranking (Pitt Pharmacy 14th)

<table>
<thead>
<tr>
<th>Rank</th>
<th>College or School of Pharmacy</th>
<th>Carnegie Classification</th>
<th>Total Full-Time Faculty</th>
<th>Total Funded Investigators</th>
<th>Total Funding [a]</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of California, San Francisco</td>
<td>Special Focus Four Year: Medical</td>
<td>105</td>
<td>56</td>
<td>$47,939,059.00</td>
</tr>
<tr>
<td>2</td>
<td>University of North Carolina at Chapel Hill</td>
<td>R1</td>
<td>133</td>
<td>63</td>
<td>$34,228,570.00</td>
</tr>
<tr>
<td>3</td>
<td>University of Florida</td>
<td>R1</td>
<td>135</td>
<td>47</td>
<td>$22,137,262.00</td>
</tr>
<tr>
<td>4</td>
<td>University of Kentucky</td>
<td>R1</td>
<td>62</td>
<td>26</td>
<td>$20,824,287.00</td>
</tr>
<tr>
<td>5</td>
<td>The University of Arizona</td>
<td>R1</td>
<td>59</td>
<td>22</td>
<td>$20,025,094.00</td>
</tr>
<tr>
<td>6</td>
<td>Purdue University</td>
<td>R1</td>
<td>85</td>
<td>34</td>
<td>$17,347,579.00</td>
</tr>
<tr>
<td>7</td>
<td>University of Minnesota</td>
<td>R1</td>
<td>100</td>
<td>39</td>
<td>$16,830,859.00</td>
</tr>
<tr>
<td>8</td>
<td>The University of New Mexico</td>
<td>R1</td>
<td>63</td>
<td>11</td>
<td>$16,284,895.00</td>
</tr>
<tr>
<td>9</td>
<td>University of Illinois at Chicago</td>
<td>R1</td>
<td>202</td>
<td>30</td>
<td>$15,300,562.00</td>
</tr>
<tr>
<td>10</td>
<td>University of Michigan</td>
<td>R1</td>
<td>70</td>
<td>31</td>
<td>$14,912,288.00</td>
</tr>
<tr>
<td>11</td>
<td>University of Washington</td>
<td>R1</td>
<td>54</td>
<td>25</td>
<td>$14,375,885.00</td>
</tr>
<tr>
<td>12</td>
<td>The University of Tennessee</td>
<td>Special Focus Four-Year Research Institution</td>
<td>77</td>
<td>23</td>
<td>$14,089,121.00</td>
</tr>
<tr>
<td>13</td>
<td>University of Colorado</td>
<td>R1</td>
<td>NR</td>
<td>25</td>
<td>$14,087,957.00</td>
</tr>
<tr>
<td>14</td>
<td>University of Pittsburgh</td>
<td>R1</td>
<td>84</td>
<td>21</td>
<td>$13,941,133.00</td>
</tr>
<tr>
<td>15</td>
<td>University of Wisconsin-Madison</td>
<td>R1</td>
<td>67</td>
<td>28</td>
<td>$12,770,164.00</td>
</tr>
</tbody>
</table>

### References for this page:
- Funded Research Grant Institutional Rankings: AACP
- Annual AACP Roster and Faculty Salary Survey. Includes total full-time pharmacy faculty and administrators with the following ranks: provost, dean, associate dean, assistant dean, professor, associate professor, assistant professor, instructor, and lecturer.
- Includes Principal Investigators (PIs) and co-investigators/co-PIs receiving subcontracts.
- Funding is rounded to the nearest dollar.
• Retain existing faculty
• Recruit new faculty
• Graduate programs
• Collaborations
• Philanthropy and engagement
• Marketing and communication strategy
Education

• Preeminent leader in pharmacy and interprofessional teaching, learning, and assessment
Recruitment

- Priority!
- Website, marketing, and communication
- Identify high yield programs
- Focus on diversity and expand successful opportunities

*Focus spans all programs as this is one of our highest priorities*
**ACPE Accreditation 2024**

- **Rapid Cycle Review**
  - Identified our gaps in 2021

- **Priorities**
  - Address gaps
  - Launch self study

---

**Standard**

<table>
<thead>
<tr>
<th>Standard</th>
<th>Gap</th>
<th>To Do</th>
</tr>
</thead>
</table>

1. Students connecting foundational knowledge with patient care
2. PCOA Data (correlation between student performance in top vs. lowest quartile for foundational courses)
3. Evaluation of scientific literature
4. Address gaps
5. Launch self study

---

1. Educate foundational course faculty about "the Wheel" and encourage use of the wheel/modified wheel in teaching (syllabi, presentations, activities, assessments)
2. Encourage faculty to add case studies bridging the gap between foundational knowledge and patient care
3. Improve collaboration (horizontal and vertical) between clinical faculty and foundational faculty in all courses
4. Educate foundational faculty about PCOA-assessment format, context, style, and importance
5. Encourage course assessments (at least some) in PCOA format
6. Determine ways to improve robustness of PCOA data
7. Encourage students to take PCOA seriously: preferences on APPE rotations/some rewards or certificate
8. Emphasize in relevant courses and add activities in courses requiring literature analysis

---

1. Develop a standardized way to include PCP in syllabus/syllabus builder/course objectives/course content, etc.
2. Compile/organize detailed course reviews
3. Narrative regarding innovations within health promotion and community engagement efforts noted below

---

4. Professional Development – The Professional Development Advising program has made great strides in this area.
   a. A comprehensive Professional Development Manual should be developed to tie together all aspects of professional development, including portfolio, the co-curriculum, student advising, and professional development strategies.
   b. Faculty and students should use a "common language" to discuss topics related to continuous professional development, advising, and career planning so all recognize the presence in the School.
   c. Create systematic approach for professional development activities across all years of the curriculum.

---

1. Finalize a Professional Development Manual to relate all aspects of professional development.
2. Develop the Emerging Professional Series as a mechanism to improve student accountability for professional development aspects and ensure sustainability of professional development strategies in the future.
3. Define process for co-curriculum in P4 year through APPE rotations.
Interprofessional Education

IPEC:

➢ Interprofessional Communication Practices
➢ Roles & Responsibilities for Collaborative Practice
➢ Values/Ethics in IP Practice
➢ Interprofessional Teamwork & Team-Based Practice

ACPE: Didactic & Experiential curricula have opportunities to learn about, from, & with other members of the team (*providers and their students)

Priorities in 6-12 months:
1. Collaborate across Pitt Health Sciences
2. IPE team-leadership aligned with Curriculum Committee, Assessment Committee, JEDI Committee
3. Objective, comprehensive inventory update-goal dashboard
4. Pursue grants, fundraising, scholarship, and partners to grow reach and reputation
5. All students across school get IPE threaded throughout experience
6. Enhance recruitment, reputation, and ranking
Strategy

Establish identity as international leader in education
Curran Student Services Center
Mental health and wellness needs
Pioneer the future of teaching and learning
  - Competency-Based, Microcredentialing, Online, Hybrid
  - Simulation, Virtual Reality, Augmented Reality, Gaming
Justice, Diversity, Equity, Inclusion, Belonging, Disparities
Graduate and Post-Graduate Education

- Listen to learner needs/culture of communication
- Recruitment, marketing, and program growth
  - PhD, MS, MPBA, certificates, etc
  - Continue partnerships in fellowship development
  - Build upon residency partnerships and national reputation
Clinical Practice and Service

- Destination for Practice Transformation, Innovation, and Impact
Translational and Implementation Science

• Evidence based, real world data with our precision medicine, predictive analytics, and clinical teams to lead care transformation as a collaborative team with our Health Science and practice partners
Current Status

Department of P&T Sustained Annual UPMC Funding

Over $40 million in total practice funding along with >$19 million in residency and fellowship funding.

Our 19 ASHP accredited programs have generated over 610 residents and fellows over 12 years.

One of the largest residency programs in the US with 51 residents for FY23.

Research program produces a publication rate 7 times the national average.
UPMC Partnership

• Investigate and implement new models of care
• Rejuvenate patient-centered care model, practice partner exploration
• Precision medicine, predictive analytics
• Value-based care
• Establish research and practice implementation center of excellence
Community

- Extend work in region, state, and nation
- Research impacting care
- Expand tangible partnerships
- Alumni and friends
- Transforming pharmacist provided care and payment model
Partner Expansion

- Investigate opportunities within and beyond urban region
- Build upon health equity, disparity, and health services work broadly
- Research and experiential partners
- Interprofessional collaborations
Service to Profession and Community Broadly

• Continue our culture of leadership and innovation
  • Advocacy
  • Professional service

• People centered
  • Leaders of national and international organizations
  • Presence of impact locally, regionally, nationally, and internationally

• Central to University’s mission
Strategy

CLINICAL PRACTICE & SERVICE

- Translational and implementation science (precision medicine focus) partnered with practice integration
- Advancing pharmacist provided care
- UPMC partnership
- Community programs and partnerships
- Partner expansion
- Broad professional service to purposefully elevate reputation
Fiscal Resources

- Responsibility Centered Management Model
- New Sources of Revenue
- Philanthropy-Fundraising and Development
- Alumni and Stakeholder Engagement
Diversity, Equity, Inclusion, Health Disparities

- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular focus
- Embedded in culture
Full-time Faculty: Race/Ethnicity

- Two or More Races: 0.1%
- International/Foreign: 3.2%
- Unknown: 5.4%

69.1% White
14.5% Asian

- Black or African American: 4.5%
- Native Hawaiian or Pacific Islander: 0.1%
- Hispanic or Latino: 2.9%
- American Indian or Alaska Native: 0.2%

Underrepresented minorities: 7.7%

Full-time Faculty: Rank and Gender

- Provost: 0.1%
- Dean: 2.0%
- Associate Dean: 4.9%
- Assistant Dean: 3.2%

Administrative Ranks

- Male: 58.0%
- Female: 42.0%

Academic Ranks

- Professor: 19.2%
- Associate Professor: 27.6%
- Assistant Professor: 39.9%
- Instructor: 2.1%
- Lecturer: 0.5%
- Librarian: 0.5%

- Male: 50.2%
- Female: 49.8%
Recruitment Status Nationally

by Program Type

57,375
1,436
3,139
Pharm.D.
M.S.
Ph.D.

by Program Type and Gender (Percentage)

Unknown/Other
Male
Pharm.D.
Female
Unknown/Other
Male
M.S.
Female
Unknown/Other
Male
Ph.D.

Source: AACP’s Profile of Pharmacy Students, Fall 1998-2020
Recruitment Status Nationally

by Race/Ethnicity

White: 28,965 (46.8%)
Asian (includes NH/Other PI prior to 2011): 14,245 (23.0%)
Black or African American: 5,650 (9.4%)
Hispanic or Latino: 4,933 (8.0%)
International/Foreign: 3,694 (6.3%)
Two or More Races: 1,862 (3.0%)
Unknown (includes Other prior to 2011): 1,797 (2.9%)
American Indian or Alaska Native: 210 (0.3%)
Unknown/Other Gender, Regardless of Race/Ethnicity: 115 (0.2%)
Native Hawaiian or Other Pacific Islander: 81 (0.1%)

Source: AACP’s Profile of Pharmacy Students, Fall 1998-2020
DIVERSITY, EQUITY, INCLUSION, HEALTH DISPARITIES

Pitt Pharmacy
Learners
Faculty
Staff
Partners

Recruit
Mentor/Develop
Attract
Retain
Foster

Research
Health Disparities
Translational Science
Precision Medicine Genomics
Implementation Science
Outcomes and Policy Pharmacoeconomics
Health Equity

Purpose
Foundation of our culture: Move from “what we do” to “who we are”
Excellent and Diverse Faculty and Staff

- Listening
- Retention
- Recruitment
- Professional Development
Vision

- Top 10 NIH
- Collaborative Partner Expansion
- Training Grants
- Pharmacogenomics Expansion
- Data Science and PharmacoAnalytics
- Pharmaceutical Sciences
- Biotech/Biopharma
- Implementation Science

Education
- Recruitment
- Diversity
- Interprofessional
- New Revenue
- Accreditation
- Experiential
- Graduate and Post-Graduate

Clinical Practice and Service
- Practice Transformation
- Data and Implementation Science
- High-Value Healthcare
- Translational Science and Practice Integration
- Precision Medicine
- Partner Expansion

Fiscal Resources
- New Responsibility-Centered Management Model
- Fundraising and Development
- Stakeholder and Alumni Engagement

Diversity, Equity, Inclusion, Health Disparities
- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular Focus
- Embedded in Culture

Excellent and Diverse Faculty and Staff
- Recruit and Retain
- Mentoring
- Development and Promotion

Research and Scholarship
- Fiscal Resources
- Recruitment
- Retention
- Scholarships
- Endowments
- Curricular Focus
- Embedded in Culture
Simply the Best
Discussion