

## **PHARMACOLOGY AND PHYSIOLOGY**

### **Mission**

The Department of Pharmacology and Physiology educates and trains of medical and graduate students and the advances medical knowledge through research and scholarly activity.

### **Vision**

The Department of Pharmacology and Physiology will be recognized nationally for research and education of medical and graduate students.

### **Core Values**

**Excellence** - We promote and support excellence in all scholarly pursuits undertaken by faculty, staff, and students.

**Integrity** - We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

**Service** - We believe that serving others is a noble and worthy endeavor.

**Intellectual Freedom** - We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

**Diversity** - We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

**Stewardship of Resources** – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public’s trust and are accountable for our actions.

## **Strategic Goals, Critical Success Factors, Objectives, and Strategies**

**Goal One. Research. Enhance the reputation for excellence in biomedical research.**

### **Critical Success Factors:**

- Increase the percentage of Department faculty with extramural funding by 50%
- Increase number of publications to 1.5 per year average for faculty
- Increase research-dedicated technical support to 4 full time positions
- Increase the number of department faculty by 2 in the next 5 years, one physiology and one pharmacology

Needed resources: Improved facilities and infrastructure are required to support our vision and meet our goals. Most immediate needs are to replace outdated equipment, purchase new equipment and increase department budget two fold in next 5 years.

### **Objectives:**

**Objective 1.1:** Increase the number of research collaborations within and outside the Department of Pharmacology and Physiology.

#### Strategies:

- Participate in Tulsa area biomedical research consortium.
- Participate in OSU and OSU-CHS research day.
- Increase interactions with clinical faculty (focus on new faculty and research fellows).
- Continue interactions with OSU-Vet Med.
- Establish scholarly activities with our clinical counterparts (teaching and research).

**Objective 1.2:** Establish Area or Center of Research (neuroscience, toxicology, cardiovascular, physiological genomics).

#### Strategies

- Meet with faculty and develop strategy for focus of research center (neuroscience, toxicology, cardiovascular etc.).
- Identify faculty member to lead program.
- Identify interested faculty within the institution and outside the institution.
- Develop structure for center and foster initial collaborations.

- Submit proposal to state and federal agencies for funding.
- Set up local and regional meetings for center.

**Objective 1.4:** Enhance faculty productivity in research and scholarly activities.

Strategies:

- Work with administration to provide adequate startup funding for new faculty hires.
- Work with administration to provide a program of intramural funding for faculty research/scholarly activity (pilot studies) and faculty between grants.
- Annually evaluate research productivity.
- Establish faculty mentoring program for incoming faculty focusing on grant writing strategies
- Annually evaluate percentages of work effort in research, teaching and service to provide best faculty performance.
- Work with administration to develop a program to replace old and outdated equipment and provide new core equipment.
- Provide financial support for annual attendance of at least one national meeting per year.
- Support eligible faculty in their pursuit of sabbatical leave.

**Goal Two. Education. Achieve recognition for educational programs by national agencies.**

**Critical Success Factors:**

- Maintain above average board scores for Pharmacology and Physiology on COMLEX Level I
- Increase the number of graduate students choosing Pharmacology/Physiology faculty mentors to one per year
- Increase stipend support for all full-time graduate students to the state/regional average for medical schools
- Annually monitor graduate student professional development through students advisory committee and Biomedical Sciences Graduate Committee
- Every Ph.D. and M.S. student to attend and present in at least one state/regional/national meeting
- Demonstrate proficiency in teaching as measured on course/faculty evaluations of a minimum score of 3
- Increase the entrance of D.O./Ph.D. students entering the program to 1 every other year
- 80% participation of faculty in programs for faculty development
- 10% of faculty participate in study and/or research on teaching issues

**Objectives:**

**Objective 2.1:** Reevaluate graduate curriculum and look to improve focus for biomedical science program. Reevaluate medical curriculum and look to improve focus for biomedical science program.

**Strategies:**

- Evaluate student performance over last 3 years and evaluate strengths and weakness.
- Evaluate student comments of course over last 3 years and evaluate common themes and suggestions.
- Dialogue with clinical faculty about basic science requirements for medical students.
- Produce a written document on the philosophy and content of the medical and graduate curriculum.
- Collaborate with other departments in order to deliver current courses.

**Objective 2.2:** Develop a program of faculty development for new faculty and continued development for established faculty.

Strategies:

- Encourage the use of teaching portfolios.
- Develop mentor program for incoming faculty, which includes senior faculty and staff faculty developer.
- Involve faculty in online professional development opportunities.
- Work with administration to develop program to reward excellence in teaching.
- Promote teaching as a scholarly activity.

**Objective 2.3:** Develop a program to mentor graduate students.

Strategies:

- Semiannual reports from advisors.
- Use department money to support travel to national meeting for graduate students to present their work.
- Develop journal club for faculty and graduate students (teach students how to review and interpret literature).
- Develop program to mentor students in grant writing.

**Goal Three: Community Service. Serve the scientific community and society at large.**

**Critical Success Factors:**

- Increase percentage of faculty participating professionally at the local, regional, and national level
- Number of students hired in professional positions
- Increase in faculty and student participation in educational outreach efforts
- Increase in faculty and student participation in community presentations

**Objectives:**

**Objective 3.1:** Continued support for regional and national organizations.

Strategies:

- Continued participation in Oklahoma Physiological Society, Oklahoma Academy of Science.
- Continued participation in national societies – American Physiological Society, Neuroscience, and American Society for Pharmacology and Experimental Therapeutics.

**Objective 3.2:** Participate in outreach efforts sponsored by the College of Osteopathic Medicine.

Strategy:

- Support for mini medical school.

**Objective 3.3:** Increase public awareness of basic sciences at OSU-CHS.

Strategies:

- Develop dynamic departmental website.
- Participate as judges for local school science fairs.
- Have students and faculty speak at local schools (career days and educational).

**Goal Four. Resource Leveraging. Maximize the use of human (faculty and staff), financial and physical resources of the department to maintain and enhance research and scholarly activity.**

**Critical Success Factors:**

- Increase department budget directed to graduate research
- Increase size of operational budget for department
- Recruit and retain three new faculty: Two pharmacologists in year one and one physiologist in year two
- Salary and benefits comparable with peer institutions

**Objectives:**

**Objective 4.1:** Within the next year have Department faculty retreat.

Strategies:

- Use strategic plan as starting point – articulate role of Pharmacology and Physiology at CHS.
- Determine short and long-term needs for research and laboratory space.
- Determine short and long-term needs for faculty.
- Determine short and long-term needs for medical and graduate teaching.
- Determine short and long-term needs for department staff.
- Reevaluate long rang plan annually.

**Objective 4.2:** Prepare and submit annual financial report.

Strategies:

- Prepare budget with department needs in mind: teaching and research.
- Evaluate department needs for new and emerging technology.
- Determine department needs for course and facility support.

**Objective 4.3:** Establish a department equipment plan.

Strategies:

- Prepare long term research plan with equipment needs.
- Compare department plan with other departments.
- Develop strategy for maintenance and repair.

**Objective 4.4:** Recruit and retain outstanding, diverse faculty and staff for medical and graduate teaching and research.

Strategies:

- Work with administration to secure salary and benefits comparable with peer institutions.
- Search for diverse faculty including minorities and women to enrich department teaching and research and foster collaboration between departments.
- Provide administration with a list of needs and qualification of technical and clerical staff.