

FACULTY OF PHARMACY

REPORT ON RECOMMENDATIONS FROM PHASE ONE

Recommendation 1	Noting the extensive objectives identified in the Faculty's Strategic Plan, the Review Team recommends the identification and prioritisation of the main objectives to facilitate earlier achievement of those that are most important.
Action taken by the Faculty	At the beginning of the year, each Associate Dean with his/her committee identified their three top priorities for 2003 and then focussed on achievement of these by the end of the year. Faculty funds were set aside to assist with the achievement of the top priorities.
Further action planned but not yet implemented (if appropriate)	N/A
Faculty's evaluation of the success of action taken	During the year, the Associate Deans gave regular progress reports to the Dean's Advisory Committee. All priorities for 2003 will have been achieved by the end of the year or shortly thereafter.

Recommendation 2	The Review Team recommends that the Faculty consider ways of ensuring consistency of the staff mentoring process across the Faculty.
Action taken by the Faculty	<p>The three discipline heads (Professors Armour, Roufogalis and Murray), reached an agreement for mentoring of new staff to ensure consistency across the Faculty.</p> <p>All new staff will have a formal two-part mentoring process: the existing Research Committee mentoring, which focuses on assisting the staff member to become research active as soon as possible, and mentoring from the discipline head in the form of regular meetings (weekly for the first month, then monthly for the next six months, followed by bi-monthly for a further 6 months). The purpose of these meetings is to allow new staff members to raise issues which may be hindering their assimilation and for the head of discipline to provide guidance in terms of career progression and workload. Teaching, research and administration will be covered in the discussions.</p>
Further action planned but not yet implemented (if appropriate)	N/A
Faculty's evaluation of the success of action taken	The Faculty's research mentoring scheme has been judged highly successful by recent participants. It is still too early for an evaluation of the mentoring from discipline heads.

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Recommendation 3	The Review Team recommends that the Faculty consider the development of a policy on the appointment, recruitment and training of demonstrators
Action taken by the Faculty	The Programs Committee has been working on the development of a policy on the appointment, recruitment and training of demonstrators for implementation in 2004. Key elements, which have been approved by the Dean's Advisory Committee, will include the provision of duty statements for demonstrators and paid compulsory formal training prior to the commencement of duties.
Further action planned but not yet implemented (if appropriate)	The training will be run by the Faculty of Pharmacy and will be based on materials developed by the ITL and Faculty of Science for training of demonstrators; it will involve one face-to-face session and completion of 3-4 on-line tasks over the course of the first semester. Specialist training in each particular experiment will be provided by the person in charge of each experiment.
Faculty's evaluation of the success of action taken	N/A

Recommendation 4	The Review Team recommends that the Faculty give priority to building up its professorial staff members, and in so doing reduce the workload (for example on Faculty committees) of junior staff to enable them to undertake more research.
Action taken by the Faculty	<p>Since the Board's visit to the Faculty of Pharmacy, the following professorial positions have been advertised: Chair of Pharmacogenomics (Pharmaceutics), Sesqui Chair of Herbal Medicines and Sanofi Synthelabo Associate Professor of Clinical Pharmacy (joint appointment with Royal North Shore Hospital). Furthermore, two staff were promoted to Associate Professor in January 2003 and one other staff member has been promoted to Associate Professor, effective January 2004.</p> <p>All Associate Deans have now been provided with significant administrative support to reduce their workloads.</p>
Further action planned but not yet implemented (if appropriate)	N/A
Faculty's evaluation of the success of action taken	

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Recommendation 5	The Review Team recommends the Faculty appoint a professor and other academic to the Pharmaceutics discipline. This will relieve the workload pressure from other staff within the discipline.
Action taken by the Faculty	<p>The new Chair of Pharmacogenomics (Pharmaceutics), Professor Michael Murray, officially commenced duty in July 2003, but was a regular participant in Faculty activities from January onwards.</p> <p>The following Pharmaceutics staff were also appointed during 2003: Dr Allan Coombes (Senior Lecturer), Ms Poonam Kamboj (Associate Lecturer 0.6 FTE), and Dr Mano Chetty (Sesqui Lecturer with specific responsibility for implementation of new programs in Pharmaceutical Industry). Another Lectureship in Pharmaceutics is currently under advertisement and it is expected that recruitment will be completed shortly.</p>
Further action planned but not yet implemented (if appropriate)	N/A
Faculty's evaluation of the success of action taken	<p>The Faculty is very pleased that, with the completion of recruitment for the position currently under advertisement, the Pharmaceutics staff will be at full strength for the first time in more than three years.</p> <p>The Faculty has found it very difficult to attract suitably qualified candidates for appointment to academic positions in Pharmaceutics, despite concerted advertising campaigns in the national and international press, as well as directly through the relevant professional bodies and other universities. Each position has had to be advertised two or three times. Unfortunately for the Faculty of Pharmacy, holders of doctoral degrees in the pharmaceutical sciences are readily able to secure positions in the pharmaceutical industry which pay much more highly than academic positions.</p>

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Recommendation 6	The Review Team recommends that the Faculty makes the provision of postgraduate coursework materials on WebCT a priority
Action taken by the Faculty	<p>Whilst the main priority in 2003 was for all undergraduate coursework materials to be on WebC, two postgraduate units, Pharmacoeconomics (PHAR5010) and Introduction to Pharmaceutical Technology of Herbal Medicines (HERB5008), were made available on WebCT in Semester 2. These were very well received by the students and have set the benchmark for the other postgraduate coursework units.</p> <p>Material for all PG CW units will be on the WebCT by the beginning of Semester 2, 2004.</p> <p>The Faculty has now also commenced development of new materials for the Master of Pharmacy which will commence March 2004. The MPharm (2 yrs CW) will lead to vocational registration.</p>
Further action planned but not yet implemented (if appropriate)	The Faculty has applied to the Vice-Chancellor's Development Fund for seed funding to establish an Education Unit within the Faculty. The provision of expert assistance in the use of information and communication technology in teaching and for the development of internet-based and multi-media teaching materials will assist staff to maintain high research productivity whilst at the same time expanding the programs on offer in the Faculty.
Faculty's evaluation of the success of action taken	WebCT materials completed to date have been extremely well received by the students.

Recommendation 7	The Review Team recommends that the Faculty consider the development of its own Faculty specific strategies, policies and decisions in relation to international student support to complement those at University level. The appointment of an international students' coordinator would be a positive move.
Action taken by the Faculty	This matter was referred to the Programs Committee for consideration. Advice was sought from a number of other Faculties, particularly those similar in size or with similar numbers of international students, as well as from the International Office and Welfare Services. No other faculty with specific strategies, policies and decisions in relation in international student support to complement those at University level (or useful model) was found. The Programs Committee was not convinced of the need for an International Students' Co-ordinator at this time.
Further action planned but not yet implemented (if appropriate)	N/A
Faculty's evaluation of the success of action taken	The Faculty is willing to reconsider this matter again at some future date.

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Recommendation 8	The Review Team recommends that the Faculty consider ways to address the uneven distribution of support for postgraduate research students across disciplines, and provide students with clearer advice about how funds are allocated.
Action taken by the Faculty	<p>This issue was referred to the Faculty's Postgraduate Studies Committee for consideration. The <i>perceived</i> uneven distribution of support may have arisen as a result of the PRSS funding in 2002 or the observation by some students that computers were more readily available in Pharmacy Practice than the other disciplines.</p> <p>The committee reviewed its procedures for advertising the PRSS, criteria for allocation of funds and communication of the results of applications for PRSS funding. The issue of computers was discussed at length within the committee and also with senior staff in the Faculty and the discipline of Pharmacy Practice. It was recognised that computers were essential research tools in Pharmacy Practice. It should be noted that students in the other two disciplines (Pharmaceutics and Pharmaceutical Chemistry) receive similar levels of support for their research equipment and research maintenance.</p> <p>The issue of support was discussed with students at the next Postgraduate Students Meeting in the Faculty.</p>
Further action planned but not yet implemented (if appropriate)	
Faculty's evaluation of the success of action taken	The recent round of interviews with all postgraduate students in the Faculty (November 2003) did not identify support as an ongoing issue.