Lebanese University – Faculty of Pharmacy Quality project summary

**Introduction**

The faculty of pharmacy at the Lebanese University is a faculty of applied sciences, where students are selected after a strong selective procedure. The faculty counts around 400 students. After selection, students will undergo a polyvalent formation, which allows them to carry on a carrier in all pharmaceutical fields; however, the will to improve education in the faculty led the responsible persons to be pioneers at the level of the Lebanese University and to submit the faculty to an external evaluation by an international organization, the Conférence Internationale des Doyens de Facultés de Pharmacie Francophones (CIDPHARMEF) (April 2012).

Afterwards, recommendations were issued by the CIDPHARMEF and a strategic plan was established for three years; its application started practically in February 2013. Work is ongoing to realize these recommendations.

In summary, the faculty of pharmacy has an acceptable infrastructure, but it still has to improve at the educational level, particularly pinpointing pedagogic objectives and adapting the curriculum accordingly. The faculty has also to better manage its high potential in research. Several committees were created and others will be soon; their work will lead to the quality improvement of its education and shaping of the “Seven Stars” future pharmacists, as recommended by the International Pharmaceutical Federation (FIP).

Suggested quality standards that are proposed by accreditation bodies are partially covered for the moment; once the strategic plan is realized, we expect full coverage of all these standards.

SWOT analysis

Strengths of the faculty

* There is a critical mass of full time pharmacists (18), out of who 16 have a PhD in pharmaceutical sciences and two have a Master in Management.
* Strong activity in research for the majority of teachers (pharmacists and non pharmacists)
* Established national and international collaborations for research and education
* Presence of two quality experts within the faculty team
* Will to engage in the quality system within the faculty personnel
* Being a public establishment, our quality objectives cannot be hampered by lucrative objectives

Weaknesses of the faculty

* Presence of several immobile teachers who are difficult to deal with
* Corruption of some employees
* Resistance of some employees to change
* Public system sometimes inflexible
* Change slow to establish

Opportunities to the faculty

* Several private faculties of pharmacy have asked us for joint collaboration projects
* Possibility of collaboration with the Lebanese order of Pharmacist, some pharmacists’ associations (industrial, hospital pharmacists,…), lebanese hospitals, drug industries and pharmaceutical corporations
* Excellency pole project, at the level of pharmaceutical research in particular

Threats) to the faculty

* Political instability at the country level, which may reflect over the university
* Risk of policy change at the University central level, which may decrease technical support

Human ressources

Almost thirty full time teachers and thirty five employees (different specialties).

Financial ressources

* Support by the University : partially available
* Support by some pharmaceutical industries : asked for
* Support by some developmental organizations: asked for

**Essential activities performed till nowadays**

* **Workshop for strategic plan discussion in June 2012**
* **Creation of committees starting 2013:**

1. **Curriculum/pedagogic committee:** definition of the type of pharmacist to shape, mission and vision of the faculty, required competencies of the future pharmacist and establishment of a curriculum adapted to these competencies.
2. **Thesis and exams committee:** Suggestion of policies and procedures for thesis and exams
3. **Research committee:** Suggestion of research policy at the level of the faculty; suggestion of common research projects for faculty members, recruitment criteria and teachers promoting policies (in cooperation with the University).
4. **Masters committee:** organization of research and professional masters programs
5. **Experiential education committee:** reorganization of experiential education content; writing a clerkship manual for students.
6. **Information system committee:** Actualization of the faculty website, information diffusion and students access.
7. **Quality steering committee:** Piloting quality procedure in the faculty; establishment of a cyclic evaluation plan with quantitative key performance indicators.
8. **Students’ committee:** curricular and extracurricular activities organization; students’ rights and duties; coordination with administration and teachers.
9. **Laboratories committee:** management of academic laboratories procedures, products and functioning.
10. **Executive committee:** it is the faculty council, which already includes the Dean, teachers’ representative and departments’ chiefs **(legal competence to take decisions).**

* **Moreover, contacts were established with :** the Order of pharmacists, the Association of pharmaceutical industries in Lebanon, some pharmaceutical laboratories (Novartis, Boehringer, Hikma, Aventis, …), and other faculties of pharmacy (Saint Joseph University, Lebanese American university, Beirut Arab University and Lebanese International University). Active participation of the faculty to ongoing projects, suggestion of new projects in education and research are expected.
* **Professionally oriented masters were launched :** 
  + Pharmaceutical Industry program (in co-diplomation with the Faculty of sciences of the Lebanese university)
  + Industrial cosmetology and dermopharmacy program (in co-diplomation with the faculty of pharmacy of Saint Joseph University)
  + Clinical Pharmacy program (standalone masters program)
* **Research oriented masters in clinical Pharmacy and Pharmacoepidemiology:** this master will be managed at the Faculty of Pharmacy. PhD students will afterwards be managed in collaboration with the Doctoral School of Sciences and Technology of the Lebanese University.
* Others research oriented masters are also being prepared for the moment.

**Committees to create in the near future:**

1. **Restricted executive committee :** for emergency situations management
2. **Pedagogic committee:** mixed between teachers and students; to manage initial and continuous education issues.
3. **Ethics committee:** ethical policies, procedures, evaluation and permission to conduct research studies on humans.

Conclusion

In conclusion, the faculty of pharmacy still has a long way to go before reaching quality standards that will allow for international accreditation. However, tremendous efforts that are produced by the administration, teachers and students will be well compensated, moving the faculty onwards to a visionnary level. We expect to proudly declare our current vision as an immediate mission, which is :

*« The faculty of pharmacy of the Lebanese University will nationally be known as an academic center of excellence for patient-centered quality education which responds to the society health needs, and for its contribution in research. The faculty will efficiently contribute to the health care reform and will be the partner of choice of all potential health partners operating in Lebanon. »*

Annexe : Key activities and indicators

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| Date | Activité | Indicateur (quantitatif ou qualitatif) |
| Mai 2013 | Réunion avec la Faculté des sciences concernant la Première année ; résultats non garantis | Nombre de cours en rapport avec la santé en première année ; projet ajourné pour le moment. |
|  | Diffusion électronique continue des documents aux enseignants | Nombre de courriels envoyés aux enseignants |
| Juillet 2013 | Soumission du règlement interne à l’Administration Centrale | Document du règlement interne |
|  | Soumission du nouveau cursus avec options | Plaquette des cours |
|  | Création du Comité exécutif restreint pour réponse rapide aux situations urgentes | Procédure de création et Procès verbaux des réunions |
|  | Etablissement des départements et organigramme de la Faculté | Procédure de création des départements et document du règlement interne |
| Septembre 2013 | Diffusion électronique et sur papier du manuel des stages | Document du manuel des stages et de l’étudiant sous forme papier et sur site web |
|  | Diffusion électronique et sur papier du manuel de l’étudiant | Document du manuel de l’étudiant sous forme papier et sur le site web |
|  | Création du comité pédagogique, avec participation des étudiants : formation initiale et continue | Procédure de création du comité pédagogique ; description de son rôle |
|  | Révision des tâches administratives et organigramme administratif | Document du règlement interne (rubrique administrative) et organigramme administratif |
|  | Actualisation des procédures administratives et des rôles du personnel | Manuel des procédures administratives réactualisées et des jobs descriptions du personnel |
| Octobre 2013 | Optimisation des procédures et du matériel de laboratoire par un comité des laboratoires | Manuel de procédures du laboratoire |
|  | Création d’un centre d’orientation pédagogique et professionnel pour les étudiants | Nombre d’étudiants consultant ce centre d’orientation |
|  | Optimisation des revues et livres électroniques pour les enseignants et les étudiants | Nombre d’utilisations de ces facilités |
|  | Gestion des M2R à la faculté de Pharmacie | Nombre d’étudiants inscrits en M2R et nombre de ceux qui continuent en thèse |
| Décembre 2013 | Diffusion de nouvelles procédures de recrutement et de promotion à la faculté | Manuel de procédures de recrutement et promotion |
|  | Etablissement des objectifs pédagogiques et de recherche des enseignants par le comité pédagogique | Tableau regroupant les objectifs pédagogiques et de recherche des enseignants |
| Janvier 2014 | Etablissement d’une cellule de relations internationales au sein de la faculté | Liste des contacts internationaux et nature de ces contacts |
|  | Négociation avec l’Université d’un bureau d’orientation des étudiants qui continuent leurs études à l’étranger | Nombre d’étudiants de la faculté qui consultent ce centre |
| Juin 2014 | Journée portes ouvertes des laboratoires de recherche et posters | Brochure incluant les résumés des posters |
| Septembre 2014 | Plan de formation continue des Maîtres de stages, des enseignants et des gradués de la Faculté | Plans de formation continue sur 12 mois |
|  | Gestion des enseignants dont l’évaluation par les étudiants est défavorable | Plan de gestion et résultat soumis au Décanat |
|  | Programme de formation des jeunes enseignants à l’enseignement | Plan de formation annuelle des jeunes enseignants |
|  | Missions d’enseignement d’experts étrangers pour la formation continue des enseignants | Plan de formation annuelle par les experts |
|  | Implication des professionnels dans les jurys de thèse | Liste annuelle des jurys de thèse |
|  | Laboratoires optimisés : sécurité, matériel… | Manuel des procédures de laboratoire ; nombre d’accidents de laboratoire rapportés |
| Janvier 2015 | Soumission d’un projet à un bailleur de fonds pour améliorer la dotation financière de la faculté (IDRC, ERASMUS…) | Proposition d’un ou de plusieurs projets |
| Décembre 2015 | Evaluation générale selon un plan établi par le Comité de Qualité | Formes servant à mesurer les KPI et plan d’évaluation clair (évaluation interne annuelle et externe chaque 5 ans) |