SCHOOL INITIATIVES:

1. **School Goals:** In Fall 2004, we adopted the goals listed below as overall School Pharmacy and Health Professions Goals. These goals have provided an initial structure and stimulus for a focus on Ignatian values.

   (a) Graduates must possess scientific, technical, professional, moral and ethical capabilities required for meeting current and future societal needs. Clinical doctoral level education represents the highest level of professional preparation and serves as the entry-level degree across disciplines within the School.

   (b) Professional preparation will be focused on developing a shared set of core abilities in the areas listed below. These core abilities are derived from the faculty's acceptance of their importance.

   - Professional formation/critical self-reflection
   - Communication skills/information management
   - Critical thinking/clinical judgment
   - Life long learning/professional development
   - Professional ethics/moral agency/responsibility
   - Social awareness/leadership/advocacy

   (c) The core abilities are enhanced and enriched by incorporation of these Ignatian core values in educating health professionals:

   - *Cura Personalis* (personal concern for the individual)
   - *Magis* (striving toward excellence; seeking the greater good)
   - *Women and men for and with others* (promotion of social justice, service to communities)
   - *Contemplation-in-action* (mindfulness, critical self-reflection and ethical decision making)

2. **Strategic Plan:** One of the goals on the newly revised Strategic Plan addresses provision of educational opportunities for faculty, staff and students to understand Ignatian values and teachings. The Chaplains in the School along with the Office for Faculty Development and Assessment are responsible for addressing several of the objectives for this goal.

   Strategic Goal 2: Provide educational opportunities for faculty, staff and students to understand Ignatian values and teaching.
3. **Cardoner retreats**: were held in 2005 and 2006 for faculty, staff, students and alumni. The School plans to continue to host two events per year – one more informal gathering for students, and one evening retreat for faculty, staff, students and alumni. The retreats will now be self-sufficient and financially supported by the School rather than the Cardoner grant. A Cardoner dinner was also held in Fall 2005 for all new students in conjunction with School orientation activities. Faculty also attended this dinner.

4. **Pre-assessments**: (Fall 2005 - All entering students to SPAHP) A pre-assessment of Ignatian values is conducted for pharmacy, OT and PT students at new student orientation. Students are presented with a short case scenario and brief descriptions of the Ignatian values of *Magis, cura personalis, men and women for and with others*, and *contemplation-in-action*. Students are asked to respond to the case using one or more of the Ignatian values. Students’ responses were coded using a general rating system (excellent, average, below average) to assess initial depth of their understanding of the Ignatian values. Current plans are to design a learning experience in the subsequent professional years of the program where the student can refer back to this initial data point and reflect on where they are now. There is a subcommittee in the School that is currently working on the plans for next year.

5. **The Office of Academic and Student Affairs shall conduct:**
   - **Student Engagement Survey**: OASA is conducting a student engagement survey which includes a section on Jesuit values. The survey is being done May 2005.
   - **Staff focus group**: Focus groups are being held to determine the staffs’ impact on students’ understanding of Jesuit values.

6. **Professional Behavior Policy** is now in the second year of implementation. The policy addresses the professional behaviors or shared professional core abilities listed below. There is an accompanying document that also outlines the expectations for students over time (entering student, developing student and senior student). The policy is used for both recognizing inappropriate student professional behaviors as well as commending exemplary professional behaviors. Since its implementation in the fall of 2004, ten citations have been issued for unprofessional behavior, and fifty-four citations have been issued for exemplary professional behavior.
   - Professional formation/critical self-reflection
   - Communication skills/information management
   - Critical thinking/clinical judgment
   - Life long learning/professional development
   - Professional ethics/moral agency/responsibility
7. **Internal Grant initiatives:** An internally-funded School research grant (Goulet, Keefner, Griffiths, Ekstrum, Schwery) is examining faculty use of reflection in courses. An audit of course syllabi was conducted to identify explicit references to the use of reflection. Faculty were surveyed regarding their use of reflection, and follow-up focus groups were held with faculty who indicated they have reflective exercises in their course(s). Findings thus far demonstrate reflection activities are used least by pharmacy faculty and most by occupational therapy faculty. Themes identified by faculty in defining reflection include cognitive process, contemplation, purpose, meaning, review, analysis, self-awareness, thinking for change, and thinking about self in relation to a situation.

Internally funded institution research initiatives: Dr. Kirk Peck began data collection in May 2006 from faculty regarding their understanding of core Ignatian values and how they implement such values in their teaching.

8. **Administrative/Faculty development initiatives include:**

- Formal presentation and discussion of Ignatian values as part of New Faculty Orientation each fall.
- Workgroup/Faculty Development/Ignatian Values: There is a faculty workgroup chaired by Dr. Joan Lanahan that is planning and implementing targeted faculty development activities for Ignatian values. Each spring there has been a specific faculty development session/panel discussion on Ignatian values – e.g., April 2006 - Fr. Dick Hauser presented on the essential themes of Ignatian spirituality.
- All potential faculty candidates receive a packet of information on Ignatian spirituality in addition to School program materials.
- “Do You Walk Ignatian” brochures have been distributed to all faculty and staff.

9. **Graduating Exit Tools for Students:**

- Specific self-assessment questions are asked on each of the program’s graduate exit instruments (senior surveys).
- The graduate exit instruments allow students to provide subjective reflections about Ignatian values. (those data are summarized below under the specific disciplines)
- Questions related to Ignatian values are included on the alumni survey conducted every 3-5 years.
- Focus groups are conducted with OT, PT and pharmacy graduates. A section on Ignatian values asks the students how these values have shaped them as students, and how Creighton University helped to instill these values.