

2023 AACP ADMISSIONS WORKSHOP

REACHING NEW HEIGHTS IN RECRUITMENT, ADMISSIONS, AND STUDENT SUCCESS



JULY 21-22, 2023

AURORA, COLORADO

Please join us for the 2023 AACP Admissions Workshop: Reaching New Heights in Recruitment, Admissions, and Student Success! We welcome all administrators, faculty, and staff who play a role in recruitment, admissions, enrollment management, and retention of a diverse group of professional or graduate degree program students to this 2-day event. The hike to the summit will involve opportunities to learn, engage, and network. Workshop sessions highlight novel strategies for fostering student success, including pre-matriculation programs to boost math and other skills, as well as refined approaches by which the Academy can collectively overcome the enrollment challenges and promote an avalanche of applications. The Workshop will precede the 2023 Annual Meeting. Additional details about onsite small group WebAdMIT training will be forthcoming.

- **Friday, July 21, 2023:** Workshop Programming (8 a.m.-5 p.m.) and Reception (5 p.m.-6 p.m.)
- **Saturday, July 22, 2023:** Workshop Programming (8 a.m.-5 p.m.)

Full Workshop Fee: \$400 (stand-alone); \$350 (with full conference registration)

Fee includes two continental breakfasts, two lunches, a networking event on Friday, and beverage breaks.

Registration: [Register today!](#) Members and non-members at colleges and schools of pharmacy are invited to attend, including professional and graduate students. Pre-registration recommended; space is limited. Registration for the 2023 Annual Meeting and corresponding events is separate. For more information, see the [AACP Annual Meeting page](#).

Questions: For general questions about the Admissions Workshop, please contact us at cas@aacp.org.

THURSDAY, JULY 20, 2023

4:00-6:00 pm Registration Desk Open

FRIDAY, JULY 21, 2023

7:00-9:00 am Registration Desk Open

7:00-8:00 am *Continental Breakfast*

8:00-8:30 am **Opening Remarks and Welcome**

- Speakers:
 1. [Thomas TenHoeve \(University of Illinois Chicago\)](#)
 2. [Susan S. Vos \(University of Iowa\)](#)

SCALING UP UNDERGRADUATE COLLABORATIONS AND STUDENT RECRUITMENT

8:30-9:15 am **Hooking Undergraduate Students in Pharmacy Learning: Innovative Coursework and Curricula Supporting the PharmD Pipeline**

Strategic undergraduate teaching efforts by pharmacy schools/colleges can leverage the captivating content of the discipline to simultaneously create innovative educational programs and fortify the PharmD program pipeline. This session shares the growth and outcomes of undergraduate-targeted efforts at The Ohio State University College of Pharmacy, including highly creative drug/medicine-focused coursework supporting the General Education curriculum and beyond. Participants will learn varied approaches to meet the training needs of undergraduate students while supporting PharmD recruitment goals.

- Speaker: [Nicole C. Kwiek \(Ohio State University\)](#)

9:15-9:45 am **Using a Mannequin to Introduce Fundamental Curriculum Concepts to Prospective Pharmacy Students During Recruitment Encounters**

Developing innovative approaches to address recruitment is a high priority for institutions of pharmacy. Ferris State University College of Pharmacy has developed and implemented a novel recruitment strategy centered on better representing the pharmacy student experience as well as role of practicing pharmacist to promote the profession. The use of a mannequin has introduced prospective undergraduate and high school students to core curricular concepts of anatomy, physiology, pathophysiology, pharmacokinetics, mechanism of action, and administration techniques.

- Speaker: [Dane L. Shiltz \(Ferris State University\)](#)

9:45-10:00 am Break

10:00-11:00 am **Elevating the Pharmacy Profession through Collaboration and Marketing**

This session will highlight opportunities for schools to more effectively promote the profession to multiple stakeholders and increase interest among future pharmacists as recommended by the Council of Deans Promoting the Advancement of Pharmacy Taskforce. Attendees will also gain insights into how the marketing and recruitment teams at the University of Maryland School of Pharmacy collaborate to leverage tools and content to promote the program and profession to a broader pool.

- Speakers:
 1. [JuliAna Garcia Brammer \(University of Maryland\)](#)
 2. [Rebecca Ceraul \(University of Maryland\)](#)
 3. [Cherokee Layson-Wolf \(University of Maryland\)](#)

- 11:00-11:30 am **Roundtable Discussion #1: Expanding our Horizon: Outreach Strategies to Engage Students and Stakeholders about Pharmacy Careers**
 During the roundtable, attendees will discuss opportunities to reach students who are interested in other health professions and highlight the value of a pharmacy career to stakeholders who influence students.
 - Speaker: [Julie Olenak \(Wilkes University\)](#)
- 11:30-1:00 pm *Lunch*
- 1:00-2:00 pm **Recruitment, Admissions, and Persistence in a Shifting Legal Landscape: Implications for the Health Professions**
 In 2023, the United States Supreme Court rulings regarding race-conscious admissions policies were hotly anticipated. Pharmacy schools need to understand how the rulings in these cases impact how they recruit students. In this session, we will explore the implications for admissions, pipeline programs, and financial aid. Attendees will discuss how can schools continue efforts to enroll a diverse group of students and can signal a commitment to DEIA regardless of changes necessitated by the Court.
 - Speaker: [Karen Miksch \(University of Minnesota\)](#)
- 2:00-3:00 pm **You Belong Here: Focusing on Belonging to Boost Underrepresented Minority Student Recruitment**
 This session will focus on building belonging as a strategy to boost underrepresented minority (URM) student recruitment. Specifically, we will discuss the importance a sense of belonging plays during the pharmacy school decision making process for URM students. We will introduce research to support this strategy, provide tangible approaches attendees can implement at their institutions and offer an opportunity for a rich discussion amongst attendees.
 - Speakers:
 1. [Juan Bustamante \(Texas A&M University\)](#)
 2. [Jenn Clutter \(West Virginia University\)](#)
 3. [Patricia Jumbo-Lucioni \(Samford University\)](#)
 4. [Trenika Mitchell \(University of Kentucky\)](#)
 5. [Danielle Stubbs \(AACP\)](#)
- 3:00-3:15 pm *Break*
- 3:15-3:45 pm **Roundtable Discussion #2: Building a Stronger, More Diverse and Inclusive Pharmacy Pathway**
 Session will provide attendees with the opportunity to discuss strategies for enhancing outreach and partnerships to promote pharmacy careers to underrepresented minorities with the goal of increasing diversity in the profession.
 - Speakers:
 1. [Christine Dimaculangan \(Rutgers, The State University of New Jersey\)](#)
 2. [Trenika Mitchell \(University of Kentucky\)](#)
 3. [Steven C. Stoner \(University of Missouri-Kansas City\)](#)
 4. [Danielle Stubbs \(AACP\)](#)

3:45-5:00 pm

The Goldilocks Debate – What does it Take for Pharmacy Prerequisites to be “Just Right”?

Recent history has seen a decline in students seeking pharmacy careers. With fewer applicants, programs must still maintain rigorous admissions criteria. Couple this with a projected pharmacist shortfall, schools are tasked with ensuring students prepare and engage in contemporary curricula. Concerns about student readiness at admission and changes to national student preparedness measures (e.g., PCAT and PCOA being discontinued), schools must ensure students are equipped to meet patient care needs in the changing healthcare landscape.

- **Moderator:** [Steven C. Stoner \(University of Missouri-Kansas City\)](#)

- **Speakers:**

1. [Olivia Buncher \(University of Minnesota\)](#)
2. [Melissa A. Burmeister \(William Carey University\)](#)
3. [Kelechi C. Ogbonna \(Virginia Commonwealth University\)](#)
4. [Julie Olenak \(Wilkes University\)](#)
5. [Thomas TenHoeve \(University of Illinois Chicago\)](#)
6. [T. Sean Vasaitis \(University of Maryland Eastern Shore\)](#)
7. [Susan S. Vos \(University of Iowa\)](#)

5:00-6:00 pm

Networking Event – Sponsored by  **LIAISON**

SATURDAY, JULY 22, 2023

7:00-8:00 am

Continental Breakfast

8:00-8:15 am

Welcome Back

- **Speaker:** [Melissa A. Burmeister \(William Carey University\)](#)

ON THE RIGHT PATH - DEVELOPING AND ASSESSING SOFT SKILLS

8:15-9:15 am

Peaks and Valleys: The Promise and Pitfalls of Assessing Noncognitive Variables in Holistic Admissions

In this session, we describe the rationale for and process of implementing William Sedlacek's noncognitive variables into the application and interview process, as well as other options for incorporating these variables into a holistic admissions process. Presenters will cover challenges and lessons learned related to developing questions and rubrics, training reviewers and interviewers, and using scores in the decision-making process. Future plans for assessment will also be discussed.

- **Speakers:**

1. [Olivia Buncher \(University of Minnesota\)](#)
2. [Ann M. Philbrick \(University of Minnesota\)](#)

9:15-9:45am

Forming a Professional Identity While Preparing for the Pharmacy Admissions Process

This session will explore a peer-mentored pre-pharmacy course that helps initiate the process of professional identity formation in students applying to a pharmacy program. In addition to describing the nuts and bolts of the pharmacy application process, the course helps pre-pharmacy students begin to internalize the attitudes and behavioral norms expected of health care professionals and express those values with confidence to an admissions committee in a personal statement and during a pharmacy interview.

- **Speaker:** [Patricia Darbshire \(Purdue University\)](#)

9:45-10:00 am

Break

READY TO REACH THE TOP - ASSESSING APPLICANTS FOR ACADEMIC PREPAREDNESS

10:00-10:20 am

In Lieu of PCAT: Assessing Writing and Critical Thinking Skills in Pharmacy

Recent enrollment challenges, evolution of the pharmacy applicant pool, and retirement of the PCAT have necessitated new perspectives on assessing candidate readiness. This session will describe one institution's approach to evaluating writing and critical thinking skills of applicants using a medical literature analysis exercise as part of the interview. Attendees will discuss their institution's process for evaluating these skills in their applicants and draw comparisons with the approach presented.

- Speaker: [Laura Waite \(Saint Joseph's University\)](#)

10:20-11:00 am

Prerequisite Repeats, Debt, and Stress - A Birdseye View for Support, Programming, and Accountability

The session will showcase the connection of repeat pre-requisite coursework to performance during the first year of a PharmD program. The session will present possible opportunities to evaluate foundational gaps in knowledge and highlight additional financial and social contributors that may impact a student's ability to be successful and further evaluate readiness for the PharmD program and/or the need for further academic enhancement.

- Speaker: [Phyllis Stone \(Long Island University\)](#)

10:00-10:30 am

Concurrent Sessions

[Analytics by Liaison](#)

This session will highlight Analytics by Liaison, which provides authorized users at colleges and schools of pharmacy with an interactive and visual representation of their local applicant pool for multi-year data analysis and reporting.

- Speakers:

1. [JuliAna Garcia Brammer \(University of Maryland\)](#)
2. [Kim Mickey \(Washington State University\)](#)
3. [Jennifer Raab \(Liaison International\)](#)

10:30-11:00 am

[CAS Roadmap](#)

This session will review both newly released and upcoming CAS features and functions on the Liaison roadmap.

- Speaker: [Deborah Erdner \(Liaison International\)](#)

11:00-11:15 am

Break (Switch Rooms)

11:15 am-12:00 pm

Concurrent Sessions

[Roundtable Discussion #3: Preparing Prospective Students for Professional and Personal Success](#)

Join us for this roundtable discussion to explore strategies for schools to support and develop students in the pathway and assess their readiness for the professional program.

- Speakers:

1. [Suzanne Clark \(California Northstate University\)](#)
2. [Julie Olenak \(Wilkes University\)](#)

11:15 am-12:00 pm

Best Practices for Setting Up Reviewers and Interviewers in WebAdMIT

As the admissions landscape undergoes continuous transformation, educational institutions face the challenge of assessing and evaluating applicants while adhering to ever-changing federal and state regulations. By integrating WebAdMIT's Assignments and Interviews features into your admissions practices, you can achieve a more impartial evaluation process. This session will explore best practices for building and managing Assignments and Interviews and steps to take to prepare your reviewers and interviewers.

- Speaker:

1. [Stephen Naso \(Liaison International\)](#)
2. [Jennifer Raab \(Liaison International\)](#)

12:00-1:30 pm

Lunch

PEAK ELEVATION: SUCCESSFUL POST-ACCEPTANCE/PRE-MATRICULATION PROGRAMS

1:30-2:10 pm

Concurrent Sessions

Rx Ready: Bridging the Gap Between Pre- and Post-Matriculation Programs

RxReady is a multiphasic, longitudinal program designed to help student's transition into a Doctor of Pharmacy program. The program, which occurs over a 6-month period, has interlinked pre- and post-matriculation components, is designed to provide students with the opportunity to refresh on critical pre-requisite concepts, learn about and access various academic support programs, develop metacognitive skills and learn how to operationalize evidence-based learning strategies with the goal of becoming independent, self-regulated, learners.

- Speakers:

1. [James M. Culhane \(Notre Dame of Maryland University\)](#)
2. [Ryan Orwig \(STATMed Learning\)](#)

1:30-2:10 pm

Achieving Enrollment Goals in a Rapidly Changing Admissions Landscape: Insights from Pharmacy Education Innovators

Join a dynamic discussion with pharmacy admissions leaders who will explore key challenges impacting pharmacy admissions teams and how to navigate these challenges with adaptive strategies and by embracing innovation. The speakers will share their learnings and offer insights into critical topics such as enacting diversity initiatives, evolving admissions assessment criteria, and doing more with limited resources.

- Speakers:

1. [Greg Caldera \(The University of Texas at Austin\)](#)
2. [Michael Katz \(The University of Arizona\)](#)
3. [Jennifer Richardson \(The University of Oklahoma\)](#)
4. [Srushti Thaker \(Kira Talent\)](#)

2:10-2:45 pm

Impact of a Pre-matriculation Program on Students' Self-Awareness of Pharmacist Professional Identity, Preparedness, and Confidence

Ensuring the adequate preparation of undergraduate students transitioning to pharmacy school is challenging. For five years, our pre-matriculation Primer Program aided students' transition from an undergraduate mindset to superordinate critical thinking. Primer included aspects of pharmacists' professional identity including community, hospital, and interprofessional work, mental health, time and stress management, Top-200 drugs, prerequisite courses, calculations, professionalism, graduate writing, and ownership. In this session, we will discuss outcomes analysis, lessons learned, and transferability to other programs.

- Speakers:

1. Ashim Malhotra (California Northstate University)
2. Tiffany-Jade Kreys (California Northstate University)
3. Jason McDowell (California Northstate University)

2:45-3:00 pm

Break

3:00-4:30 pm

Preparing the Incoming Students for Success

Participants will learn about the considerations of student success specific to pre-matriculation. Topics will include pros and cons of pre-matriculation programs, assessment for inclusion, length and method of delivery, and how assessing a pre-matriculation program's impact. Findings from the 2022-23 Students Affairs Committee institutional survey will be used to frame current practices. Participants will concept map individuals and collectively to identify how pre-matriculation activities can be developed or modified to prepare a student for success.

- Speakers:

1. Evan T. Robinson (Creighton University)
2. Zara Risoldi Cochrane (Shenandoah University)
3. Duc Do (University of Georgia)

4:30-5:00 pm

Workshop Reflections

- Speakers:

1. Thomas TenHoeve (University of Illinois Chicago)
2. Olivia Buncher (University of Minnesota)