

From: [Smith, Randy](#)
To: [Reed, Katie](#); [Higginbotham, Jennifer](#); [Bielefeld, Eric](#); [Martin, Andrew](#)
Cc: [Malone, Helen](#)
Subject: FW: Division Restructuring in the College of Pharmacy for OAA
Date: Wednesday, May 6, 2020 3:10:27 PM
Attachments: [image001.png](#)
[Org Chart - Exec Committee.pdf](#)
[Org Chart - New Exec Committee 2020 \(003\).pdf](#)

As promised.

From: Mann, Henry J. <mann.414@osu.edu>
Sent: Wednesday, April 29, 2020 4:23 PM
To: Smith, Randy <smith.70@osu.edu>
Cc: Betz, Adam <betz.24@osu.edu>; Kelley, Katherine <kelley.168@osu.edu>; Taylor-Goldsmith, Rori M. <taylor-goldsmith.1@osu.edu>
Subject: Division Restructuring in the College of Pharmacy for OAA

W. Randy Smith, Ph.D.
Vice Provost for Academic Programs
Office of Academic Affairs

Dear Vice Provost Smith,

Over the past two years we have had multiple conversations in different forums regarding our Division structure in the College of Pharmacy. One result was the incorporation of our Pharmacology tenure track faculty in with our Pharmaceutics and Pharmaceutical Chemistry faculty Division. This left a number of our faculty from Pharmacology who had a primary teaching focus without a home division. After due consideration of alternatives and listening to several possible solutions, the best approach for our future arrangement seemed to be establishment of a new “teaching” Division for those faculty.

During the discussions regarding a new “teaching” division, issues of whether faculty who are currently in our other Divisions (Pharmaceutics, Medicinal Chemistry and Pharmacy Practice and Science) might want to join the new “teaching” Division became apparent. We had also been discussing for some time that the Pharmacy Practice and Science Division was quite large compared to other divisions and the faculty members were quite diverse. These included individuals with primary teaching and primary practice appointments as well as tenure track faculty and associated faculty.

In addition to the practice orientated faculty, the Pharmacy Practice and Science Division housed our pharmacy administration and outcomes faculty members as well as research focused faculty. Our efforts at further incorporating some pharmacists from the OSUWMC Pharmacy Department into the college as faculty members and building a Clinical Scientist faculty group within the OSUWMC Pharmacy Department made the splitting of the practice based faculty into their own stand-alone division worthy of consideration.

All of these issues gave us a chance to look at our division structures with a fresh lens. The following process and timeline was used to gather input and to determine the best path forward for our faculty and the college.

Step 1: We assigned a small task force to propose a new division structure to house former pharmacology teaching faculty and analyze the potential impact on existing divisions in the summer of 2019.

Step 2: We held faculty open forums at the beginning of autumn semester with faculty to share input and feedback on the proposed structure. The Executive Committee supported the new structure at its meeting in October 2019 and the Faculty unanimously endorsed the structure at a faculty meeting on November 1, 2019. Individual faculty were asked to select the division to which they wished to be assigned and this new membership for each division participated in selection of their division chair.

Step 3: We solicited nominations for the leadership of the proposed divisions. Faculty could nominate or self-nominate for those positions. Nominees provided a one page leadership statement describing their approach and the direction they would like to bring to the division. Nominees met with the faculty in an open forum where they further discussed division goals and direction. All faculty in each of the new divisions were allowed to express support or not for the nominated leadership. Nominated leaders also met with the other Division Chairs and with the Associate/Assistant Deans of the College. All of the above provided input to the Dean who made the final selection and negotiated the appointments.

Step 4: We also held open forums with faculty and new division leadership to consider names for the Divisions and to discuss mission and division aspirations.

Step 5: Individual faculty were asked to provide input into division changes and to suggest any shifts that made sense.

Step 6: We are notifying COAA of the results and the process we followed through this communication on April 29, 2020.

Attached are the organizational charts for the College before and after the reorganization.

Please do let me know if you require any further clarification or information.

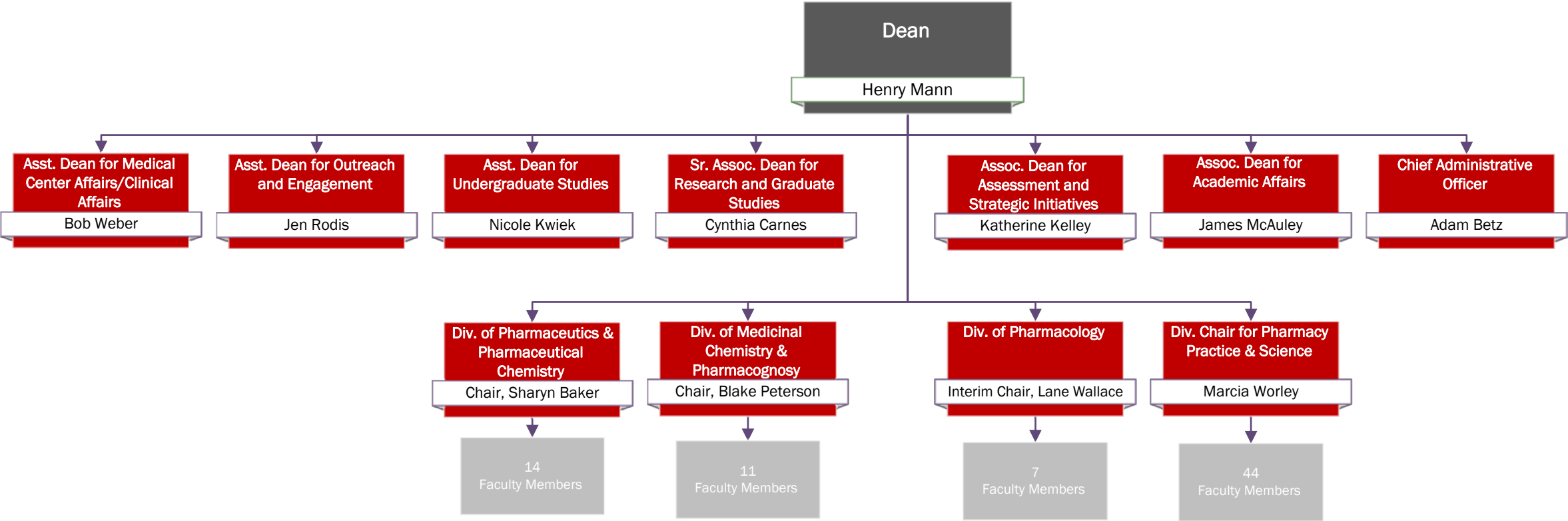


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Executive Committee



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