Leading Institutional Change - Becoming Change Agents
A change agent is a **person** from inside or outside the **organization** who helps an organization **transform** itself by focusing on such matters as organizational effectiveness, improvement, and development. ... The **focus** is on the **people** in the organization and their **interactions**.
How do you Navigate Change?

Embrace the Resistance
Co-Create the Vision
Get Buy-In
Create a Track Record
Make Change Normal

5 steps to being an effective change agent - Tyrone Grandison - https://www.govloop.com/members/tgrandison/
Institutional Partnerships
Embrace the Resistance...

Establishing Cross-Institutional Partnerships

Pharm.D.-Ph.D. Degree Partnership Pathway

Scott Akers, Pharm.D., Ph.D.
Professor and Chair
Department of Pharmaceutical Sciences
Lipscomb University

Joey Barnett, Ph.D.
Professor and Vice Chair
Department of Pharmacology
Vanderbilt University

Lots of Conversations!

Get Buy In...
Establishing Cross-Institutional Partnerships

Programmatic Challenges and Opportunities

Institutional Perspective:
- Predominantly Undergraduate
- Teaching focused
- Minimal Research Emphasis
- No Track Record

College/Departmental Perspective:
- Significant Teaching Priorities
- Limited Faculty Positions
- No Research Facilities
- No Track Record

Vanderbilt University:
- Research Intensive Institution
- Vanderbilt Institute for Clinical and Translational Research (CTSA)
- Pharmacology Training Program
- Drug Discovery Program
- Medical Center/Pharmacy Services

Education Opportunities:
- Innovative Laboratory Course
- Diverse Faculty Expertise
- Pharmaceutical Sciences Courses
- Pool of Potential Graduate Students

Lipscomb College of Pharmacy:
- Potential graduate student pool
- Summer students in research
- Unique courses
- Faculty expertise
- T32 training mandates

Institutional Perspective:
- Value institutional partnerships
- Recognizes team science
- Emphasis on training
- Responsive to societal need

Education Opportunities:
- Teaching opportunities for trainees
- Diverse Faculty Expertise
- Pharmaceutical Sciences Courses
- Engagement of Faculty across campuses
Create a Track Record...

Establishing Cross-Institutional Partnerships

Faculty Engagement and Development

Vanderbilt Adjunct Appointments
- Develop Research Collaborations
- Conduct Research in Vanderbilt Labs
- Access to Core Research Facilities
- Access to Scientific Journals

Participate in Graduate Student Training
- Teach in Graduate Level Coursework at Vanderbilt
  - Drug Metabolism and Pharmacokinetics
  - Modern Drug Discovery Course
- Serve on Dissertation Committees
- Support Qualifying Examination Development
- Participate in T32 Pharmacology Training Program

Faculty and Career Development Opportunities
- Establish External Research Mentors
- Participate in Laboratory Meetings
- Attend Scientific Seminars and Lecture Series
- Serve on Translational Research Studio Committees
- Grant Development and Career Development Programs

Establishing Cross-Institutional Partnerships

Research Training Opportunities

NIH T32 GM007628: Training in Pharmacological Sciences
Principal Investigator: Joey Barnett, Ph.D., Vanderbilt University
Scott Akers, Professor (Co-Director; Pharm.D./Ph.D. Degree Partnership Program)
Make Change Normal…

Pharm.D. – Ph.D. Degree Partnership Program Pathway

Rachel Crouch, PharmD, PhD (Class of 2012):
- Program: Pharmacology, Vanderbilt University
- Mentor: Scott Daniels, PhD
- Area: Drug Metabolism – Aldehyde Oxidase
- Funding: T32 Training Grant; PhRMA Fellowship; NIH Loan Repayment Program; Gordon Research Conference
- Graduation: June 2016

Elizabeth Gibson, PharmD (Class of 2015)
- Program: Pharmacology, Vanderbilt University
- Mentor: Neil Osheroff, PhD
- Area: Novel Compounds - Resistant Strains of Tuberculosis
- Funding: T32 Training Grant; PhRMA Fellowship; AAPS Fellowship; Gordon Research Conference
- Projected Defense: June 2019

Brittany Duerk, PharmD (Class of 2016)
- Program: Pharmacology, Vanderbilt University
- Mentor: David Weaver, PhD
- Area: Potassium Channel Modulators – Childhood Epilepsy
- Funding: T32 Training Grant;
- Projected Defense: June 2020

Matt Murphy, P3 (Class of 2019)
AFPE Gateway Scholarship
Embrace the Resistance…

Must embrace URM communities to meet goals
New initiatives

Southeast Region - 64 of the 105 HBCUs nationally
Point of pride in community
Focus for current and future leaders

Desire and need for URM trainees
Mechanisms in place for incorporating students

Get Buy In…
Co-Create the Vision…

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Create a Track Record…

Start where we knew we could win, motivated engaged leadership

Success drives acceptance and expansion

AHA HBCU Scholars Program

- Jackson & Nashville Sites
- Leverage strengths in local expertise
- Provides diverse training opportunities
- Broader impact
Make Change Normal…

Supporting Undergraduate Research Experiences (SURE)

Promoting Diversity in Science
Leading Institutional Change -

- Becoming Change Agents

Sisyphus