



**Strategic Plan
2018-2021**

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I. Introduction

A. History and Scope

Founded in 2005 the Southern Illinois University Edwardsville (SIUe) School of Pharmacy offers a professional program leading to the Doctor of Pharmacy (Pharm.D.) degree. It is the only pharmacy school in the Southern Illinois. The School of Pharmacy was created to prepare pharmacists who can serve the health care needs of the citizens of Illinois and its surrounding region. Since its establishment, the School of Pharmacy has expanded to provide a Masters in Pharmaceutical Science with recruitment both locally and globally. In addition to a concurrent Pharm.D./MBA program with the SIUE School of Business, the School of Pharmacy has also collaborated with Saint Louis University to provide certificates in Organizational Leadership and Healthcare Information Systems to both active students and alumni. The school also affords the opportunity to gain specialization certifications in Education and Pediatrics.

The school offers students an interprofessional, integrated and team-based learning approach to pharmacy education while utilizing state-of-the-art technology. Interprofessional education is achieved through collaborations with the School of Dental Medicine and the School of Nursing. The school has also expanded its reach globally through partnerships with JSS University in India and global advanced pharmacy practice experiences in various parts of the world. The school of pharmacy has partnered with multiple healthcare organizations to offer 22 post-graduate pharmacy residencies.

The environment of SIUe School of Pharmacy is one of a community of learners, teachers, and scholars, committed to the communication, expansion, and integration of knowledge. As we move forward in the years ahead, we will continue to engage our students, faculty, staff, and alumni as partners in our efforts to make positive change in the pharmacy profession and health of the communities we serve. Strategic planning has matured since inception to focus on not only development of the curriculum and students but also to further the school's impact on a global scale.

II. Guiding Statements

A. Mission

Southern Illinois University Edwardsville School of Pharmacy is an interdisciplinary educational community dedicated to the preparation of pharmacy professionals, scholars, and leaders, to improve the health and well-being of the region and beyond.

B. Vision

Southern Illinois University Edwardsville School of Pharmacy will be a national model for exceptional pharmacy education, patient-centered care, and innovative research.

C. Values

We proudly embrace the values of our University:

Citizenship

- Social, civic and political responsibility, globally, nationally, locally and within the University
- Active partnerships and a climate of collaboration and cooperation among faculty, staff, students, and the larger community
- Environmental stewardship

Excellence

- High quality student learning
- Continuous improvement and innovation
- Outstanding scholarship and public service
- Standards consonant with the premier status to which we aspire

Integrity

- Accountability to those we service and from whom we receive support
- Honesty in our communication and in our actions

Openness

- Inclusion of the rich diversity of humankind in all aspects of university life
- Respect for individual differences
- Intellectual freedom and diversity of thought
- Access for all who can benefit from our programs

Wisdom.

- Creation, preservation and sharing of knowledge
- Application of knowledge in a manner that promotes the common good
- Life-long learning

Strategic Plan Goals

1. Advance research and scholarship initiatives

- Oversight: Research and Scholarship Committee, Associate Dean of Research
- Resources/Support: Department Chairs, Director of Development and External Affairs, Dean's Office
- Actions items:
 - i. Expand research infrastructure
 1. Year 1: Identify necessary resources to enhance research
 2. Year 2-3: Attain resources to support identified needs to enhance research
 3. Year 1-3: Procure the necessary resources to support the graduate program
 - ii. Expand research and scholarship for students and faculty
 1. Year 1: Introduce students to scope of research opportunities.
 2. Year 1-3: Identify ways in which to enrich the quality of the Senior Capstone research program.
 3. Year 2: Identify methods and necessary resources to enhance interest in research and scholarship for students and faculty
 4. Year 3: Implement research and education opportunities based upon needs assessment for students and faculty

2. Foster diversity, inclusiveness, and global understanding

- Oversight: Global committee, Diversity and Inclusion Committee, Dean's office
- Resources/Support: Curriculum committee, Office of Academic Affairs, Director of Experiential Education, Office of Professional and Student Affairs
- Actions items:
 - i. Build community among faculty, staff, and students that fosters appreciation of diversity.
 1. Year 1: Identify ways to expand exposure to diverse populations
 2. Year 1-3: Explore ways to advance appreciation for diversity.
Develop new marketing and promotion endeavors
 3. Year 2-3: Implement and expand exposure to diverse populations.
 - ii. Strengthen, foster and build relationships both locally and through global partnerships
 1. Year 1: Identify curricular and co-curricular student activities to build local and global partnerships

2. Year 2: Evaluate existing international collaborations and identify potential for expansion.
3. Year 2-3: Implement activities which will build partnerships

3. Promote Student Recruitment and Retention

- Oversight: Office of Professional and Student Affairs, Director of Graduate Studies, Dean's Office
- Resources/Support: SIUe Marketing and Communications, Awards and Scholarship Committee, Admissions and Enrolment Management
- Actions items:
 - i. Implement student retention and progression programs
 1. Year 1: Identify barriers and challenges to student retention and progression
 2. Year 2: Develop student-focused wellness programs.
 3. Year 2-3: Evaluate early intervention strategies
Create and implement a plan to address the barriers to retention
 - ii. Promote recruitment
 1. Year 1: Identify resources necessary to expand recruitment
 2. Year 1-2: Evaluate alternative marketing strategies to promote student recruitment
 3. Year 1-3: Enhance outreach through expanded recruitment within and outside of SIUe

4. Develop and Enhance High-quality curricula

- Oversight: Assistant Dean for Academic Affairs, Curriculum Committee
- Resources/Support: Office of Academic Affairs, Director of Experiential Education, Director of Assessment, Assessment Committee, Dean's Office, Faculty Development Committee
- Actions items:
 - i. Provide opportunities for students to advance education
 1. Year 1: Form a working group to identify areas of specialization.
Establish a written strategic plan for Interprofessional Education
 2. Year 2-3: Approve and implement additional specialization tracks.
Implement the strategic plan for Interprofessional Education
 - ii. Develop critical thinking skills in PharmD students
 1. Year 1: Reinforce and enhance critical thinking skills and growth mindset to students across the curriculum
 2. Year 2: Identify ways to support innovative instruction to advance critical thinking within courses
 3. Year 3: Employ best practices in encouraging the development of critical thinking.

- iii. Implement and evaluate the new curriculum
 1. Year 1: Begin implementation of the new curriculum
 2. Year 2-3: Continue to implement the new curriculum and assess changes.

5. Strengthen and grow community engagement and partnerships

- Oversight: SIUe Director of University-Community Initiatives
- Resources/Support: Pharmacy Advisory Board, Director of Development and External Affairs, SIUe Marketing and Communications, Curriculum Committee, Office of Professional and Student Affairs, Dean's Office
- Actions items:
 - i. Year 1-2: Establish a task force to address community engagement and partnerships.
 - ii. Year 1-3: Develop and implement a collaborative plan that leverages pharmacy practice and research strengths, to provide mission-integrated and impactful solutions that meet pressing/assessed community needs. Develop a defined branding, key messaging and promotion strategy
 - iii. Year 2-3: Seek and secure sustainable funding.

6. Enhance personal and professional development and leadership skills for students, alumni, faculty, and staff

- Oversight: Office of Professional and Student Affairs, Faculty Development Committee, Director of Continuing Education, Staff Council
- Resources/Support: Department Chairs, Curriculum committee, Personal and Professional Development Coordinator, Alumni Council, Pharmacy Advisory Board, Dean's Office, Pharmacy Practice Experiential Faculty/Staff
- Actions items:
 - i. Year 1: Identify personal and professional development needs. Identify ways to enhance leadership skills. Identify existing resources for personal and professional development, and leadership
 - ii. Year 2-3: Develop leadership growth plans. Implement practices and programs to enhance leadership skills among all constituents