

MISSION

The School of Pharmacy (SoP) is dedicated to excellence in pharmacy-related education, research and service, including the provision of patient care. We prepare students with knowledge, skills and values for careers in pharmacy practice and the pharmaceutical sciences. Our programs promote intellectual growth, professionalism, and lifelong learning. The school contributes to improved individual and population health through the generation and dissemination of new knowledge and through scholarship and community service.

VISION

Northeastern University School of Pharmacy will:

- Secure a national and international reputation for excellence and quality in *all* of the school's disciplinary areas;
- Be recognized for excellence and distinction in the delivery of professional education that integrates campus-based learning and experiential education;
- Advance the profession of pharmacy through leadership and engagement; and
- Be a highly sought-after school in which to learn, work and conduct scholarship in the areas of patient care and science.

CORE VALUES

The School of Pharmacy embraces and upholds the university's core values of:

Contribution

Northeastern seeks to contribute to the individual fulfillment of each member of the campus, to the welfare of the surrounding communities, and to solutions that will address global and societal needs.

Diversity

Northeastern celebrates diversity in all its forms and fosters a culture of respect that affirms inter-group relations and builds community.

Engagement

Northeastern promotes active engagement in teaching and learning, in scholarship and research, in the life of urban communities and with our alumni and friends.

Integrity

Northeastern pursues each of its activities and interactions with integrity, maintaining the highest ethical standards.

Opportunity

Northeastern provides opportunities to those who strive to overcome disadvantages and show great promise for future success.

CURRICULA and TEACHING/LEARNING

STRATEGIC INITIATIVE 1. ADVANCE THE CURRICULA OF ALL PROGRAMS TO MEET AND EXCEED INSTITUTIONAL, PROFESSIONAL AND ACCREDITATION STANDARDS.

Strategic Goals:

SG 1.1 Ensure the SoP offers rigorous, contemporary education with purposeful integration, application and reinforcement of concepts, skills and professional values for all programs.

Objectives/ Action Items
Obj 1.1.1 In the PharmD curriculum, increase vertical and horizontal integration of pharmaceutical, clinical and social administrative sciences. Action Items: Action Item: Evaluate models that exist at other programs with integrated curricula Action Item: Identify curricular goals that ensure APPE readiness in the PharmD program
Obj 1.1.2 Refine and implement the current curriculum revision of the BS in PharmSci. Action Item: Investigate the feasibility of implementing 6-month co-ops Action Item: Ensure compliance with NU Path attributes Action Item: Develop & implement an assessment strategy for the B.S. in PharmSci

SG 1.2. Enhance and expand experiential opportunities in practice and research for all the academic programs.

Objectives/ Action Items
Obj 1.2.1 Maintain an effective continuous quality improvement strategy for experiential education
Obj 1.2.2 Identify new high quality experiential sites and maintain 5% surplus in available placements. Action Item: Reach out to alumni to take be involved in taking in new students and providing new practice sites Action Item: Continue to identify and onboard appropriate global experiences for COOP and APPE's
Obj 1.2.3 Increase inventory of available experiential education for BS in Pharm Sci, MS and PhD in Pharm Sci.
Obj 1.2.4 Maintain strategic engagement with experiential partners
Obj 1.2.5 Explore interprofessional (IPE) experiential education opportunities Action Item: Identify & develop experiential sites with IPE potential
Obj 1.2.6 Evaluate and develop administrative support, professional staff and faculty needed by the OEE to support experiential education program requirements

Obj 1.2.7 Deliver value-based preceptor development opportunities.

SG 1.3 Evaluate feasibility of new formal learning opportunities for learners within school, college, university and profession.

Objectives/ Action Items

Obj 1.3.1 Develop and implement new just-for-you learning experiences for students within SoP.

Action Item: Look at aspiration institutions

Action Item: Identify global partners for learning experiences

Such as: Minors, Stackable modules, Explore PharmD/PhD, Explore Pharm Sci/ Research intensive minor; PharmD/MBA; PharmD/PhD in Population Health

Obj 1.3.2 Complete a needs assessment of what SOP could offer to other BCHS programs/students and to students outside Bouvé

Action Item: Identify and ameliorate barriers that prevent non-SOP students from taking interprofessional SOP courses (such as: leadership/ advocacy, intro to HS research)

Action Item: Engage other units to explore options for new offerings

Such as: Minor/ stackable modules; Pharmacology or applied pharmacology minor for other health professions/ biology/ chemistry; Possibly some of the SAS courses can be delivered in a way attractive to others

Obj 1.3.3 Evaluate impact and feasibility of aligning the current modular structure of the SOP courses/ semesters with the rest of the university (eg, allow students to take advantage of summer 1 and summer 2 electives), enable 6 mo coop for BSPS

SG 1.4 Expand interprofessional / interdisciplinary experiences for students.

Objectives/ Action Items

Obj. 1.4.1 Define IPE & ID for the SoP

Obj 1.4.2 Consider Bouve IP/ID core courses that could work with the curriculum for students in all programs and evaluate opportunities for student participation

Obj 1.4.3 Encourage consistent IP/ID activities in each student's personalized education plan. <ul style="list-style-type: none"> • SoP portfolio for pharmacy students • SAIL
Obj 1.4.4. Implement and improve IP didactic experiences for P1-P3 PharmD students that prepare them for APPEs and practice

STUDENTS

STRATEGIC INITIATIVE 2. RECRUIT AND DEVELOP STUDENTS TO REFLECT INSTITUTIONAL VALUES.

STRATEGIC GOALS:

SG 2.1. Attract and recruit highly qualified undergraduate and graduate students.

Objectives/ Action Items
Obj. 2.1.1 Improve recruitment support for all programs at all levels of the University Action Item: Identify appropriate recruitment support & structure
Obj. 2.1.2 Monitor trends to determine ideal model for recruitment, maintain competitiveness, number of students in the program Action Item: Advocate for student admission from diverse backgrounds
Obj. 2.1.3 Evaluate the effectiveness of the admission & interview process for both student tracks Action Item: Monitor points of entry for internal, external transfers and develop a an application and review process for these students, including participation in PharmCAS
Obj. 2.1.4 Increase engagement of the SoP ambassadors in the marketing and recruitment process

SG 2.2. Develop professionalism (professional maturity, excellence, and integrity) in all students.

Objectives/ Action Items
Obj. 2.2.1 Optimize polices related to professionalism to meet programmatic standards (i.e. (OSCCR, academic dishonesty, professionalism concerns) Action item: Analysis of submitted professional concerns forms
Obj. 2.2.2 Provide opportunities/Implement strategies to develop professionalism and leadership
Obj. 2.2.3 Maintain active and engaged professional student pharmacy organizations

SG 2.3. Support progression of students in all academic programs.

Objectives/ Action Items

Obj. 2.3.1 Monitor outcomes of the tutoring & academic support services
Obj. 2.3.2 Maintain a dynamic orientation process that responds to programmatic and student needs Action Item: Educate students to be proactive in the program and engage them in the resources available for their success
Obj. 2.3.3 Develop a data management plan to integrate existing sources to facilitate optimal utilization
Obj. 2.3.4 Identify predictors of success and students at-risk to inform admissions and academic support
Obj. 2.3.5 Collaborate with BCHS Office of Student Services to optimize student outcomes

FACULTY and STAFF

STRATEGIC INITIATIVE 3. ATTRACT, RETAIN AND DEVELOP FACULTY AND STAFF TO SUPPORT THE MISSION AND GOALS OF THE SCHOOL

Strategic Goals:

SG 3.1 Develop an organizational structure that responds to the operational and programmatic needs of the school.

Objectives/ Action Items
Obj 3.1.1 Establish a school based office of professional and graduate programs enrollment management
Obj 3.1.2 Continue to evaluate and modify organizational structure of the school (administrative and staff)

SG 3.2 Identify and meet faculty needs to support the mission and academic programs of the SoP.

Objectives/ Action Items
Obj 3.2.1 Recruit faculty based on the programmatic needs (teaching, expertise, and research) Action Item: Advocate for faculty hires from diverse backgrounds
Obj 3.2.2 Determine the appropriate ratio of NTT and TT/T faculty to meet the needs of the academic programs
Obj 3.2.3 Recruit department chairs based on the programmatic needs (leadership, expertise, and research)

SG 3.3 Assign and recruit staff to support the mission and academic programs of the SoP.

Objectives/ Action Items
Obj 3.3.1 Maximize current staff support and structure
Obj. 3.3.2 Hire additional staff in response to identified gaps Action Item: Advocate for staff hires from diverse backgrounds Action Item: Evaluate staffing needs with regards to Enrollment management, Assessment, OEE, Marketing/ social media/ strategic engagement, Departmental needs & general administrative support and CE

SG 3.4 Create an environment conducive to retaining faculty and staff.

Objectives/ Action Items
Obj 3.4.1 Continue to support professional development for faculty and staff. Action Item: increase faculty professional development funds Action Item: establish staff professional development funds Action Item: strengthen formal and Informal mentoring programs Action Item: increase participation in university and professional supported programs
Obj 3.4.2 Develop and implement policies that recognize and support collaborative practices (teaching and research) from various internal and external departments, programs, colleges, and institutions.
Obj 3.4.3 Advocate for appropriate merit/equity salary processes for faculty and staff Action Item: identify salary matchmates
Obj. 3.4.4 Promote positive faculty and staff morale

RESEARCH AND SCHOLARSHIP

Strategic Initiative 4. Strengthen and expand RESEARCH and other scholarly activity in the School’s disciplinary areas.

Strategic Goals:

SG 4.1 Increase the visibility of research and scholarship of the SoP.

Objectives/ Action Items
Obj 4.1.1 Track the number and impact of peer reviewed publications & presentations for internal and external reporting and communication with all stakeholders. Action Items: Communicate and report internally and externally to stakeholders Action Items: Utilize digital measures for capturing data Action Items: Engage Bouve Marketing resources to promote successes
Obj 4.1.2 Increase the scope for extramural grant proposals
Obj 4.1.3 Maintain PS department’s highest NIH-funded status at the university, and SoP’s status in the top 3 private schools of pharmacy for external funding
Obj 4.1.3 Increase support for undergraduate and graduate student research Action item: Increase student applications for provost undergraduate research and creative endeavor program Action Item: Establish internal and external funding for research coop experiences Action Item: Identify resources for statistical support

SG 4.3. Advocate for the essential research infrastructure to support the SoP consistent with NU status a Research-1 institution.

Objectives/ Action Items
Obj 4.3.1 Appoint school liaisons to interface with the appropriate staff and offices at the college/ university responsible for: <ul style="list-style-type: none"> • Research facilities and equipment • IRB • ORAF • Pre/post-award

SG 4.4. Enhance internal and external research collaborations.

Objectives/ Action Items
Obj 4.4.1 Increase research collaboration within departments, between departments, within college and university as well as externally Action Item: Identify and collaborate with appropriate national and international partners
Obj 4.4.2 Financially support research training opportunities (faculty research skill development, share research ideas/proposals, share research results) for all SoP faculty.

STRATEGIC ENGAGEMENT

Strategic Initiative 5. STRATEGICALLY ENGAGE EXTERNAL STAKEHOLDERS IN ACTIVITIES OF THE SCHOOL AND SUPPORT FACULTY VISIBILITY LOCALLY, REGIONALLY, NATIONALLY, INTERNATIONALLY.

Strategic Goals:

SG 5.1 Encourage and support active membership and leadership in local, regional, national, and international professional associations to increase visibility of the SoP externally and provide service to the profession.

Objectives/ Action Items
Obj 5.1.1 Track (identify mechanisms) leadership positions that are held by faculty.
Obj 5.1.2 Support faculty involvement in professional organizations and meetings
Obj 5.1.3 Strategically ensure representation of faculty in regional, national, and international professional organizations

SG 5.2 Implement an active alumni association.

Objectives/ Action Items
Obj 5.2.1 Assemble an alumni advisory board to design the structure of an alumni association for the SoP and identify administrative leader to serve as a liaison or president of the association

Action item: seed grant/fund from Office of the Dean Action item: establish alumni association development fund
Obj 5.2.2 Launch new alumni association
Obj 5.2.3 Foster student engagement in the alumni association before they leave school (each class should identify Class of 20XX Alumni Association Representative(s))
Obj 5.2.4 Identify and track measures of success for alumni engagement
Obj 5.2.5 Leverage technology & social media for alumni engagement

SG 5.3 Foster current relationships and identify and establish new partnerships to advance the mission of the SoP.

Objectives/ Action Items
Obj 5.3.1 Establish dean's advisory board
Obj 5.3.2 Create a structure to define the value of partnerships between SOP and institutions Action item: identify, track, and share measure of the value of clinical services provided by faculty and students

SG 5.4 Publicize the activities and achievements of the School on an ongoing basis.

Objectives/ Action Items
Obj 5.4.1 Develop & implement communication strategic plan (social media and newsletter) in collaboration with BCHS resources
Obj 5.4.2 Identify and track measures of success