

School of Pharmacy and Pharmaceutical Sciences
Vision & Mission

Vision:

To set the precedent for excellence and innovation in pharmacy and pharmaceutical sciences education, that is grounded in experiential learning and enhances the health of communities through research and practice.

Mission:

Provide transformative learning and research experiences in a diverse, collaborative environment to develop leaders who positively impact the health and well-being of the communities we serve.

Core Values:

- *Foster inclusion, diversity, equity, and a culture of respect*
- *Promote active engagement in teaching and learning*
- *Accelerate discovery and innovation in research and practice*
- *Align passions and strengths to cultivate a multidisciplinary collaboration*
- *Celebrate scholarship, achievements, and success of the faculty, staff, and students*

SOPPS Strategic Priorities and Objectives

Strategic Priority 1 – Empower students to embrace and drive their educational and professional success

Objective 1.1 Attract a diverse population of students across all SOPPS programs to meet target enrollments

Objective 1.2 Optimize an integrated, competency-based curriculum across all programs

Objective 1.3 Facilitate the formation of students' professional identities (professional identification formation, PIF) through an immersive curriculum including experiential and co-curricular learning

Objective 1.4 Expand educational offerings that promote a commitment to life-long learning

Objective 1.5 Develop new initiatives tailored to opportunities and educational needs across global campuses

Strategic Priority 2 – Conduct and disseminate research, bringing innovative solutions to the current and evolving needs of patients and society

Objective 2.1 Promote and enhance areas of research excellence

Objective 2.2 Disseminate scholarly output through professional and community channels

Strategic Priority 3 – Create and maintain an infrastructure for success.

Objective 3.1 Create a supportive working and learning environment for Students, Faculty and Staff

Objective 3.2 Enhance the value of experiential education

Objective 3.3 utilize the strengths of our faculty and staff to optimize the organizational operations of the School

Objective 3.4 Expand engagement of external stakeholders.

Strategic Priority 1 – Empower students to be drivers of success in their education and future professional careers

Objective 1.1. Attract a diverse population of students across all SOPPS programs to meet target enrollments.					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Objective 1.2. Develop and evaluate an integrated, competency-based curriculum across all programs					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Develop and finalize PharmD CBE curriculum (fall 2023)	Fall 2022 Retreat Stakeholder surveys	OAAA Curriculum Revision Taskforce	Submit curriculum program plan and syllabi to BCHS Curriculum Committee by end of October 2022 University approval by end of 22-23 academic year	Approval of revised curriculum	Support from College' Associate Dean
Monitor assessment plans for all SOPPS programs	Regular review of data collected through various	OAAA, Director of Assessment and SOPPS Assessment Committee	Ongoing with review monthly at Assessment Committee Meeting	NAPLEX, student surveys	

	sources and stakeholders Regularly evaluate curricula and course content for their value in furthering students' career plans				
Revise MS and PhD program curricula	Graduate Committee with regular OAAA involvement; Assessment and Curriculum Committees to be consulted Monitor the developments in the pharma/biotech industry and introduce related concepts/technology into appropriate courses	Graduate Committee, Director of Graduate programs, OAAA	End of next academic year June 2023 All years	Approval of revised curricula Assessment in course of content	
Objective 1.3. Facilitate the formation of students' professional identities (professional identification formation, PIF) through an immersive curriculum that includes experiential and co-curricular learning					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Create a SOPPS definition of PIF that will align with program career paths	SOPPS task force creation to address action	Dean's office to name points of contact— faculty, staff & students	AY 2024 (September 2023)	SOPPS faculty/staff vote on definition	Task force work
PharmD: Utilize end of cooperative (IPPE) evaluations to measure PIF	PHMD 1201 (or equivalent); soft skills and essential elements) LEAP program	IPPE coordinator/Asst Dean OECPE	ongoing	Assessment in course of content	IPPE Coordinator position

PharmD: Utilize the APhA Advance platform (student entered activities) to measure the co-curricular activities that promote PIF	Co-curricular activities and student submitted artifacts / reflections. Support Student Associations activities (internal and external) within departments and the SOPPS Promote students' active participation in meetings of professional organizations	Asst Dean, OSA Asst Dean, OAAA and Director of Assessment	Ongoing, P1 – FL 2022 (Class 2025/26)	Number of applicants for travel funds; number of students presenting at the meetings	APhA Advance Platform Faculty mentors
MS: Expand coop research opportunities PhD: Establish co-op/internship opportunities in private-sector biopharma labs Develop curricular and/or co-curricular professional identity formation strategies for all SOPPS programs	Increase and broaden relationships with local pharma/biotech companies; Include advanced PhD students in co-op/experiential opportunities in biopharma	OAAA; Program Directors; PS Grad Committee; Cooperative Education Program Representatives	ongoing	Increased number of MS and PhD students participating in the co-op/internships in biopharma; Post-graduate job /educational opportunities for our MS and PhD graduates in biopharma; Enhanced connectivity between the University and private-sector biopharma industry; Increasing numbers of experiential students supported by industry	Cooperative Education and Department faculty; OAAA; PS Grad Committee Faculty mentors
Objective 1.4. Expand educational offerings that promote a growth mindset and commitment to life-long learning					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
PharmD: Utilizing cooperative education growth mindset content prepare students for APhA Advance activities	"Coop prep" didactic course content/evaluation	Instructor of Record (PHMD 1201)	ongoing	Course-based assessment of competence	APhA Advance Platform

PharmD: Utilize the APhA Advance platform (student entered activities) to measure activities that promote growth mindset and life-long learning (via reflections)	Co-curricular activities and student submitted artifacts / reflections.	Asst Dean, OSA Asst Dean, OAAA and Director of UG/Professional Programs	ongoing		APhA Advance Platform
MS / PhD: Develop educational offerings (didactically, experiential) that promote growth mindset and life-long learning.	Invite Ms and PhD student and graduates' feedback on course offerings and their relationship to continuing education and career preparation, goals, flexibility. and "marketability."	Department faculty; OAAA; Cooperative Education Program Representatives; PS Graduate Committee	ongoing	Student (current and former)-assessments that courses and experiential opportunities have made positive career impact.	Graduate Committee; Department faculty; Cooperative Ed Program faculty
Develop and re-tool course offerings to meet market interest and demand	Identify market demands for lifelong learning; evaluate business plan for feasibility of programs/offerings Create opportunities for students and alumni to interact informally Form an alumni speaker series with presenters practicing their discipline related to programmatic focus	Asst Dean, OSA Asst Dean, OAAA and Director of UG/Professional Programs	Four years	Number of new offerings or re-tooled offerings	Market research as needed Faculty from across the School Academic Program Development support from the College
Objective 1.5. Develop new initiatives tailored to opportunities and educational needs across global campuses					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>

<p>Collaborate with Bouvé Associate Dean of the Global Network</p> <p>Explore the opportunity for Health Science Entrepreneurship for minor offering at Mills College</p>	<p>Identify and leverage commonalities among campuses that can make efficient use of shared resources and faculty</p> <p>Identify faculty and courses that might integrate into the program</p>	<p>DPHSS Chair OAAA</p>	<p>AY 2023-2024</p>	<p>Advocate for HSE minor at Mills College</p>	<p>Support from Associate Deans of the College</p> <p>Financial support for program development and growth.</p> <p>Identify faculty at Mills College that are willing to participate in teaching in HSE</p>
<p>Explore the creation of a dialogue of civilization (DOC) in collaboration with Ottawa community pharmacies and Canadian's Pharmacist Associations (CPhA).</p>	<p>Develop curricular content for DOC; submit to GEO based on timelines</p>	<p>Asst Dean, OSA Asst Dean, OECPE</p>	<p>AY 2023-2024</p>	<p>First cohort to complete DoC in SU 2024</p>	<p>Identify faculty coverage for SU teaching (if relevant)</p>

Strategic Priority 2 –

Conduct and disseminate research, bringing innovative solutions to the current and evolving needs of patients and society

Objective 2.1. Promote and enhance areas of research excellence					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Increase research activity and collaborations internally and externally to the University	Leverage current co-appointed faculty members and new faculty hires to enhance collaborations within Bouvé and outside of the College	SOPPS Dean, DPS Chair, DPHSS Chair, Faculty	Year 1-5	Number of grant submissions Number of research projects and proposals Impact Engine participation	Protected time for PIs for developing large grants (I.e., Center grant application) Julia Van/Corporate + Foundation Advancement, Jason Sidman/Partnership relations
	Increase University-Industrial Research Collaboration by working with Dr. Jason Sidman/Partnership relations.	Faculty/Dean of research	Year 1-5	Establishment of industrial collaborations and programs which will increase productivity, funding support and publication number with Takeda and Sanofi (Idea grant).	Mark Henson/ Head, Sustainable CMC at Takeda R&D, Jason Sidman/ Partnership relations
	To form partnerships with industry as means to identify collaborations by organizing symposiums and meetings to facilitate collaborations and introduce novel and complementary research capabilities to NEU community.	Faculty/Dean of research	Year 1-5	Spring 2023 Takeda Pharm Sci seminar series	Bimonthly seminars between Bouvé departments and other collages organized by Ganesh Thakur and Tania Konry
	Establish and enhance collaborations between departments within the SOPPS.	Faculty/ Dean of research		Submission of collaborative grants	

<p>Partner with interdisciplinary teams across Bouvé and other colleges to create exceptional synergies that will lead to significant impact</p>	<p>Facilitate future applications for Tier1 and Impact Engines grants.</p> <p>Organize invited talks from government agencies, NIH, NSF and DOD/DARPA (POs and research labs). to introduce their research interest/ RFAs to NEU community.</p> <p>Establish and enhance collaborations between SOPPS and Bouvé as well as other colleges</p>	<p>Faculty/ Ass Dean for research</p> <p>Faculty and administrative arms of NEU</p> <p>Faculty and administrative arms of NEU</p>	<p>Year 1-5</p>	<p>Increase the total Tier 1 and NU/DF applications from Bouvé</p> <p>Increase the application number and overall interest around government funding.</p> <p>Increase interaction between faculty members across the schools and colleges.</p>	<p>Support from Associate Dean of the College</p>
<p>Optimize student engagement in research training</p>	<p>Provide opportunities and fellowship to visit national and international research institutions.</p> <p>Introduce students to the research labs early in their educational programs by providing a clear mission of each research thrust offered in the Bouvé.</p> <p>Partner with local hospitals (leaders, program/partners) to introduce students in all programs to clinical research applications.</p>	<p>Faculty and administrative arms of NEU</p> <p>Program Manager BSPS, MS, PhD</p> <p>Jason Sidman Office Asst. Dean for Research; Program Manager</p>	<p>Year 1-5</p>	<p>Enhance students' applications for fellowships and collaborations</p> <p>Student research visit days to research labs Student request for laboratory research placement Engage students with Draper labs</p> <p>Increase the collaborations and establish funding programs such as (DF/NEU with local research hospitals to bring clinical relevance to the basic reach programs at our school.</p>	<p>Support from Associate Dean of the College</p> <p>Support from Associate Dean of the College Draper, Jason Sidman/ Partnership relations,</p> <p>Support from Associate Dean DF, Karen Drew, Jason Sidman/ Partnership relations,</p>

Objective 2.2. Disseminate scholarly output through professional and community channels					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Introduce the most recent opportunities and research updates in the Newsletter.	Submit research updates for SOPPS newsletter and Bouvé Marketing	Asst. Dean for Research	Monthly	Newsletters Bouvé News highlights	Support from Associate Dean of the College
Disseminate knowledge with professional peers	<p>Publish research findings in national journals and statewide publications.</p> <p>Present at national conferences and meetings of professional associations.</p> <p>Organize internal symposiums to introduce other NEU departments to the research programs at Bouvé.</p>	<p>Faculty</p> <p>Faculty</p> <p>Asst. Dean Research, Faculty</p>	<p>Year 1-5</p> <p>Year 1-5</p> <p>Year 1-5 Biannually</p>	<p>Increase productivity by 5% compared to the previous year.</p> <p>To increase the visibility of the school the target goal would be to present a minimum of twice per year.</p> <p>Organize a minimum of 2 seminars and workshops per year to facilitate the visibility of the school and increase collaborative efforts.</p>	

**Strategic Priority 3 –
Create and maintain an infrastructure for success**

Objective 3.1. Create a supportive working and learning environment for Students, Faculty and Staff					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Promote a culture of excellence, respect, diversity, inclusion, wellness, and collaboration	<p>Team building and training</p> <p>Reward collaborative behaviors/initiatives</p> <p>Develop a process for regular faculty and staff feedback</p>	<p>Dean SOPPS DEI liaison, BCHS faculty</p> <p>Managers, Merit process</p> <p>Dean, Department Chairs, Director of Operations, HR lead BCHS</p>	Year 1-5	<p>Survey development and identify intervals for regular feedback</p>	Support and collaboration with the DEI team in BCHS Dean's office
Optimization of Organizational structure	Evaluate the new organizational structure for functionality, efficiency, and continued deployment.	Dean SOPPS, Executive committee, Director of Operations	CQI	<p>Identify areas for strengths (best practices) / continued improvement</p> <p>Continue to educate faculty and staff regarding the services supported within the SOPPS and Bouvé</p>	
Ensure adequate faculty and staff resources for programmatic / professional needs	<p>Develop proposals for faculty and staff hires to meet programmatic needs.</p> <p>Monitor departures from the units</p> <p>Create a personalized development plan for professional development opportunities</p> <p>Create resources for local operational staff functions to foster continuity and cross-functional training</p>	<p>Dean and Chairs</p> <p>Dean and Chairs</p> <p>All Managers</p> <p>Director of Operations,</p>	Year 1-5	<p>Submissions and approvals</p> <p>Complete exit interviews for any faculty & staff departing the units</p> <p>Staff development plans – Ensure that the Northeastern University Performance Development Process is administered consistently and meaningfully with all staff.</p>	HRM Process as documented in HRM ServiceNow

		Admin/Finance with staff			
Objective 3.2 Enhance experiential education impact					
Stewardship of experiential partnerships	Identify engage, grow, and retain high quality, diverse experiential education sites	Asst Dean, OECPE	Year 1-5	Inventory analysis for all SOPPS programs	IPPE/Coop Coordinator
Inventory analysis—data extraction	Leverage cooperative education experiences as a marketing tool to increase enrollment as unique to a Northeastern education	Asst Dean, OECPE	Year 1-5		
Stewardship of global opportunities for students (all programs)	Identify, engage & retain current global opportunities Identify opportunities for growth into new regions and partnerships	GEO office Dean SOPPS Assoc. Dean Bouvé Asst Dean, OECPE Faculty Alumni		Increase global offerings through dialogues of civilization, COOP, APPE Identify and affiliate with appropriate organizations and institutions of higher education	Collaboration with GEO
Objective 3.3 Strategically utilize the strengths of our faculty and staff to optimize the organizational operations of the School					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Evaluate the new organizational structure of SOPPS, including the new formation of the alumni council.	Utilize the AACF faculty / staff survey results Develop a SOPPS specific survey (org structure)	SOPPS Dean Executive Committee Alumni Council	Year 1	Increase in faculty, staff and student knowledge of org structure and school operations	Collecting feedback from students, faculty, and staff
Align the SOPPS bylaws with the SOPPS organization and committee structure with a goal of streamlining the activities within the SOPPS offices and committees.	Assessment of SOPPS committee activities and SOPPS offices	SOPPS Dean SOPPS Asst Deans Executive Committee	Year 1	Completion of bylaws updates	

Objective 3.4 Expand engagement of external stakeholders					
<i>Action/Strategy</i>	<i>Tactics/Initiatives</i>	<i>Responsible party(ies)</i>	<i>Time frame</i>	<i>Performance indicators/metrics of success</i>	<i>Resourcing</i>
Improve social media reach, engagement, and messaging	Produce marketing and website resources to connect with the world	SOPPS Dean SOPPS Asst Deans	Year 1-5	Identify admin support structure to meet SOPPS needs	Partnering with Bouvé Marketing and Communications office
Stewardship of partnerships to advance the mission of SOPPS	Establish Dean/School Advisory Board	Dean	Year 1	Identify the members and establish the bylaws/goals for the Board	
	Dean's "meet and greets" with key health care institutions	Dean, Ass Dean OECPE, Dept Chairs	Year 1	Visit current experiential clinical sites	
	Maintain and expand strong post-graduate fellowship programs	Dean, Dept Chairs	Year 1-4	Number of partnerships and number of fellows	
	Philanthropy outreach/efforts in collaboration with Bouvé Development office	Dean, Dept Chairs Ass Deans	Year 1-4	Number of meetings with prospects Giving/donations yield	