“Making a Difference”

**Vision:**
The College of Pharmacy will be a pre-eminent institution and be ranked among the national/international leaders in delivering the highest quality education, research opportunities, and service toward the advancement of the Pharmacy profession.

**Mission:**
To advance the health of the citizens in the state of Georgia, the nation, and the global community through:

- Providing national recognized quality educational programs in pharmacy using innovative and contemporary educational approaches.
- Prepare its graduates to become change agents with a focus on improving the health and well being of individuals and society.
- Carrying out internationally recognized research.
- Embracing interdisciplinary research to advance the health of the society through improved practice models, therapeutic treatments and prevention.
- Providing service to society through outreach and educational approaches.
- Instilling in our graduates the value of life-long learning and continuing professional improvement.
- The College will provide a number of educational programs, e.g., PharmD education, postgraduate residency training, undergraduate and graduate programs in the pharmaceutical sciences.
Core Values

Integrity
Dedicating ourselves to the highest standards of ethical behavior, honesty, integrity and professional conduct.

Quality
Aspiring to excellence in teaching, research, and service and to be recognized as an objective source of current knowledge.

Leadership
Providing clear direction for emerging and new perspectives while assuring compassion, flexibility, professional responsibility and personal accountability.

Advancement
Furthering education, research and service through continuous improvement and innovation.

Growth and Collaboration
Promoting partnerships, teamwork and mutual respect among ourselves, with other organizations, and with our stakeholders.

Diversity
Recognizing and embracing the value of our differences through a culture of inclusiveness throughout our organization and community.

Service and Outreach
Teaching the skills to assure sustained scholarship and provide life-long learning opportunities through education and service.

Communication
Encouraging and advocating the reciprocal sharing of information and ideas.
AREAS OF STRATEGIC FOCUS

Section 1: Programs and Instruction
Section 2: People
Section 3: Resources
Section 4: College Operations
Section 5: Scholarship and Research
Section 6: Assessment of Progress
SECTION 1:

PROGRAMS AND INSTRUCTION
Goal 1.1

*Provide high quality PharmD education*

1.1.i The College will deliver a professional pharmacy education that is patient-centered through:

- Making patient care the central component of the curricular objectives.
- Balancing all aspects of patient care to optimize long term outcome.
- Instilling values of cultural sensitivity.
- Using evidence-based medicine as well as pharmacoeconomic evaluations in disease management.
- Promoting disease prevention and wellness.
- Promoting drug and patient safety.
- Creating and implementing individualized patient care plans.
Goal 1.1

*Provide high quality PharmD education*

1.1.ii Identify the optimal learning approaches for the current generation of students and class settings for each curricular area. This may be problem-based learning, small group projects, practical training, multidisciplinary, web-based learning, didactic lectures, seminars, use of content-based experts, etc.
Goal 1.1

*Provide high quality PharmD education*

1.1.iii The College will deliver an education that

- Contains the scientific background and human insight needed to provide students with knowledge and skills to adapt and thrive in a rapidly changing environment.
- Develops students as progressive practitioners of Pharmacy.
- Exposes students to post graduate educational opportunities.
- Fosters and promotes entrepreneurship among students.
Goal 1.2

*Provide expanded postgraduate residency opportunities*

1.2.i The College is committed to expand its postgraduate training program designed to:

- Provide pharmacy graduates with the opportunity to complete advanced training in clinical pharmacy through formal postgraduate year one and postgraduate year two residency programs.
- Develop expertise and leadership in clinical pharmacy and direct patient care for the advancement of the profession and to improve the health and welfare of humanity.
- Train the best clinical educators, scholars and future clinical faculty members.
Goal 1.3
Offer state-of-the-art graduate research programs

1.3.i The College will offer graduate research program(s) that are designed to:

• Push the frontier of new knowledge in the various pharmaceutical and clinical sciences.
• Integrate new knowledge with the practice of pharmacy.
• Train new researchers and investigators for the pharmacy profession, and the pharmaceutical and biotech industry.
• Be interdisciplinary.
• Be recognized at the national and international level for quality and leadership.
Goal 1.4

*Further the development and delivery of continuing education, non-traditional education, and outreach*

1.4.i The focus of our continuing education is to:

- Provide pharmacy-based knowledge, expertise, and resources to identified populations of Georgia and the nation.
- Deliver need-based education to our alumni and other practitioners that will enhance the profession and serve the welfare of the population.
Goal 1.4

*Further the development and delivery of continuing education, non-traditional education, and outreach*

1.4.ii Our non-traditional education is to serve the working adult and other non-traditional students by providing certificates, masters, and specialty education that will:

- Advance the knowledge and skills of adult learners in an ever-changing world.
- Promote economic development in Georgia and in the US through the delivery of professional education needed for job advancement and creation.
Goal 1.4

Further the development and delivery of continuing education, non-traditional education, and outreach

1.4.iii Outreach services will extend professional knowledge and expertise to help communities improve their quality of life. Specifically, the College will:

- Apply the scientific and practice bases of pharmacy care to serve the general public and improve public health.
- Integrate relevant community service with academic requirements to enhance learning, teach civic responsibilities, and strengthen communities.
- Collaborate with health care sciences units to offer outreach services.
Goal 1.5
Expand the educational opportunities through new undergraduate and graduate offerings to meet the healthcare and workforce needs of the state and the nation

1.5.i The College will work on converting its knowledge in the pharmaceutical and healthcare fields to develop additional programs and educational opportunities in the various pharmaceutical sciences for non-pharmacy students.

1.5.ii The College will develop and promote joint degree programs, e.g.

- PharmD/MPH.
- PharmD/PhD.
- PharmD/MS.
SECTION 2:

PEOPLE
Goal 2.1

**Recruit and graduate outstanding PharmD students**

2.1.i Have an active recruitment program that seeks to enroll highly motivated and scholastically qualified students.

2.1.ii Maintain support programs designed to maximize PharmD students’ ability to graduate.

2.1.iii Actively recruit and retain a diverse student body.

2.1.iv Increase the number of students being active in projects and seeking residency positions.

2.1.v Foster student participation in student and professional organizations.

2.1.vi Promote professionalism in our students.
Goal 2.2

Recruit and graduate outstanding graduate students

2.2.i Have an active recruitment program that enrolls highly motivated, scholastically qualified, and diverse students.
Goal 2.3

Recruit and retain a talented, diverse faculty

2.3.i Maintain a faculty number that is adequate for our mission.
2.3.ii Set high standards for faculty being recruited.
2.3.iii Set clear unit standards for promotion and tenure.
2.3.iv Have a strong mentoring and support program for junior faculty that provides and encourages professional development and growth.
2.3.v Provide competitive compensation packages.
2.3.vi Promote and reward outstanding teaching, scholarship, leadership, and innovativeness.
2.3.vii Promote and reward service to the community, service to the profession, mentoring of students, and advising of student organizations.
Goal 2.4

*Recruit and recognize volunteer faculty*

2.4.i Attract, support, and recognize outstanding volunteer faculty.
Goal 2.5

Maintain a highly competent and diverse staff

2.5.i Recruit highly competent and diverse staff.
2.5.ii Provide mechanisms to recognize outstanding staff performance.
2.5.iii Create and support development and training opportunities for our staff to improve their skills and promotability.
Goal 2.6

Ensure active involvement of alumni and other stakeholders

2.6.i Establish active involvement of alumni and other stakeholders in the College’s operation and activities.

2.6.ii Establish programs that will give back to our alumni and other stakeholders.
SECTION 3:

RESOURCES
Goal 3.1

*Increase financial resources*

3.1.i Broaden the financial resources of the College through tuition, income, grants, fund-raising, and endowments in addition to state allocations to buffer fluctuation inherent in budgetary cycles.

3.1.ii Increase the number of endowments for scholarships.

3.1.iii Increase the number of endowed chairs/professorships and research endowments.

3.1.iv Increase endowments for operational activities.
Goal 3.2

Optimize financial resources

3.2.i Establish annual budget review process to review past performance as well as to review future needs of the College’s units.
Goal 3.3

Secure the best possible facilities for our students, staff, and faculty

3.3.i Secure the best possible facilities for our students, staff, and faculty.
Goal 3.4

*Provide quality staff support for our faculty*

3.4.i Provide quality staff support for our faculty.
SECTION 4:

COLLEGE OPERATIONS
Goal 4.1

**College Organization**

4.1.i  The College will be organized in such a way as to provide optimal support to its mission.

4.1.ii Each academic unit of the College must have a clearly defined role that is contributing to the overall mission of the College.
Goal 4.2

Expand the use of regional sites and education

4.2.i To promote stronger professional training and faculty/student mentorship, the College is committed to build out its 2+2 educational organization through development of strategic regional sites.
Goal 4.3

Dual Governance

4.3.i The College subscribes to the dual governance doctrine and seeks to strengthen the faculty’s role in its governance.
Goal 4.4

**Internal and external communication**

4.4.i To promote internal College transparency, each unit and each faculty of the College will communicate in a timely manner so all units are informed of relevant actions and activities.

4.4.ii Each member of the College is responsible for informing himself/herself about College actions, news, policies, procedures, activities, etc., through the communication vehicles established by the Faculty Council, faculty, and College and Unit administration.
Goal 4.5

College administrative services

4.5.i College operations will be service-oriented.
SECTION 5:

SCHOLARSHIP AND RESEARCH
Goal 5.1

Advance basic, clinical, and translational research

5.1.i The College will become a leader in drug discovery and development, basic biomedical sciences, and clinical research focused on translational sciences (T1, T2, and T3).

5.1.ii The College will develop strong interdisciplinary research collaborations and research activities.

5.1.iii The College will strengthen interdepartmental collaboration in research.
Goal 5.2

Advance scholarship of teaching and clinical service

5.2.i The College will create a strong culture of scholarship of teaching and clinical service.

5.2.ii The College will promote national interaction and recognition among faculty in the scholarship areas of teaching and clinical service.
Goal 5.3

Foster a culture of service to the University, the profession, and society

5.3.i The College will create a strong culture of service.
SECTION 6:

ASSESSMENT OF PROGRESS
Goal 6.1

*Foster a culture of continuous improvement*

6.1.i The College will assess student learning and curricular effectiveness.

6.1.ii The College will use results of student and teaching outcome assessment to improve our educational programs.

6.1.iii The College will assess the effectiveness of the various units of the College on a regular basis and use the results to improve and streamline operations.
Goal 6.2

Assess strategic goal progress

6.2.i The College will evaluate and report progress toward strategic goals on a yearly basis.
Goal 6.3

Assess relevancy of strategic goals

6.3.i The relevancy of the strategic goals will be assessed biennially and updated as needed.