Strategic Initiative I. Curriculum: Deliver state-of-the-art curricula that prepare graduates who meet the needs of society

Goal I.A. Pharm.D.: Graduate generalist pharmacists who are capable of practicing in a range of contemporary settings
   - Objective I.A.1. Align curricular outcomes with the latest ACPE standards, other relevant documents and feedback from key constituent groups
   - Objective I.A.2. Develop and implement learning experiences that optimize student achievement of curricular outcomes
   - Objective I.A.3. Initiate interprofessional experiences with other schools/academic units that capitalize on shared curricular outcomes
   - Objective I.A.4. Align practice faculty placements to meet curricular needs
   - Objective I.A.5. Sustain a number of students participating in post-graduate training and degree opportunities consistent with national norms

Goal I.B. Graduate Program: Educate scientists that contribute to innovation and application of pharmaceutical/biomedical science
   - Objective I.B.1. Provide learning experiences and programs of study that reflect contemporary coursework and high quality scientific training and support the career aspirations of students
   - Objective I.B.2. Promote interdisciplinary interactions between basic science and clinical educators to enhance translational research

Strategic Initiative II. Our People: Foster the growth and success of students, staff, and faculty

Goal II.A. Students: Recruit, retain and graduate a highly qualified and diverse student population
   - Objective II.A.1. Enhance recruitment efforts to increase the student population diversity
   - Objective II.A.2. Align recruitment efforts with indicators of success to maximize on-time graduation for all School of Pharmacy programs (i.e., Pharm.D., graduate degrees)
   - Objective II.A.3. Develop and implement a process for early identification of at-risk students along with interventions to optimize student progression rates within all School of Pharmacy programs

Goal II.B. Staff: Recruit, retain and support a highly qualified and diverse staff who provide key support for the school
   - Objective II.B.1. Develop and implement effective recruitment and selection processes
Objective II.B.2. Ensure staff roles and responsibilities are well articulated and match the current needs of the school
Objective II.B.3. Provide opportunities for staff to participate in ongoing development of skills to be prepared to meet evolving responsibilities
Objective II.B.4. Provide annual performance feedback to all staff members
Objective II.B.5. Assess staff job satisfaction annually

Goal II.C. Faculty: Recruit, retain and support a highly qualified and diverse faculty
Objective II.C.1. Align faculty recruitment with current programmatic needs
Objective II.C.2. Further develop practices that enhance faculty retention
Objective II.C.3. Provide written annual performance feedback for all faculty
Objective II.C.4 Provide opportunities for professional development for all faculty
Objective II.C.5. Develop and implement evaluation strategies to ensure all instructors (faculty, preceptors and adjunct faculty) provide quality educational experiences for students

Strategic Initiative III. Research: Advance scientific innovation and translational research

Goal III.A. Foster the creation of high quality research with on-going annual funding of $5 million
Objective III.A.1. Support collaboration within and across all divisions (internal)
Objective III.A.2. Promote collaboration to strengthen graduate education
Objective III.A.3. Develop and implement interdisciplinary research projects as opportunities for funding
Objective III.A.4. Establish a mechanism for bridge grant(s) by the School of Pharmacy
Objective III.A.5. Establish a mechanism to increase research skills of faculty (practical/grant writing)

Goal III.B. Establish and maintain a national reputation as a leader in scientific innovation and translational research
Objective III.B.1. Generate patents, publications in high impact journals, and presentations at national and international meetings.
Objective III.B.2. Promote professional service, such as membership on editorial boards, participation in professional organizations, service on grant review study panels, leadership in professional societies, etc.

Goal III.C. Maintain state-of-the-art human resources, technology and instrumentation
Objective III.C.1. Eliminate redundancies in equipment purchase and promote shared usage and responsibility for technology and instrumentation within the school and across campus
Objective III.C.2. Develop and implement a plan for sustainability of current research equipment and establish purchase policies for equipment that include plans for sustainability
Strategic Initiative IV. Community Engagement: Engage external constituencies to promote and support the school and profession

Goal IV.A. Promote accomplishments of the faculty, staff, and students through appropriate outlets and constituencies in a timely manner
  Objective IV.A.1 Develop and implement a multi-media marketing plan for the School of Pharmacy for local, regional, and national promotion of the work of the school

Goal IV.B. Sustain strong collaboration with community organizations and health care providers to impact the well-being of patients

Goal IV.C. Increase the financial support from external constituents
  Objective IV.C.1. Establish endowed chairs
  Objective IV.C.2. Increase the number and size of scholarships and gifts to the school

Goal IV.D. Broaden alumni engagement in school events, planning, and educational endeavors
  Objective IV.D.1. Establish, sustain, and document regular channels of communication between alumni and the School of Pharmacy
  Objective IV.D.2. Provide and document regular opportunities for alumni to connect with current students through involvement with student organizations and other student activities (e.g., invite alumni to provide guest lectures in courses, serve on school committees, serve as preceptors, participate in school planning activities, etc.)
  Objective IV.D.3. Recruit recent graduates to regularly participate in alumni events