




Charting New Paths Together:

A STRATEGIC ROADMAP FOR PHARMACY EXCELLENCE 2024-2029



UNIVERSITY
OF ALBERTA



The University of Alberta Faculty of Pharmacy and Pharmaceutical Sciences is located on Treaty 6 territory, the traditional lands of the Cree, Saulteaux, Blackfoot, Métis, Dene, and Nakota Sioux Peoples. At our Faculty, we come

together on this land to learn and share knowledge about pharmaceutical drugs and their use in improving the health of our communities. We acknowledge that this education has been shaped by a colonial view of health.

We are committed to continuously learning from Indigenous knowledge holders, reflecting on the harm caused by colonial health frameworks, and actively working toward reconciliation. This includes understanding how we can give

back to the land, not only as guests but as stewards, while taking tangible actions to build partnerships with Indigenous and minority communities. Through ongoing efforts to engage community, we aim to foster meaningful collaborations that contribute to the reclamation of health and wellness.

We are on a learning journey about how to create a supportive, inclusive environment that promotes well-being, psychological safety, and anti-racism for all members of our community. In all of these efforts, we recognize the critical importance of land, culture, and spirituality, and we will make space for Indigenous leadership as we walk together on this path toward healing and reconciliation.



MESSAGE FROM

the Dean

Dear faculty, students and partners,

I am thrilled to share the Faculty of Pharmacy and Pharmaceutical Sciences strategic plan, a roadmap for progress and excellence in pharmacy education and research over the next five years. This plan reflects our collective vision to advance our academic and research capabilities and strengthen our community impact through strategic partnerships and inclusive practices guided by the values of compassion, equity, diversity and inclusivity, collaboration, integrity and accountability, innovation and excellence.

In crafting this strategic plan, we have consulted with our community to ensure that it reflects both our goals and ambitions and the voices and contributions of our partners.

As we implement this plan, we are dedicated to creating a supportive, innovative and collaborative environment that prepares our students for the dynamic fields of health care and research. Together, we will shape the future of pharmacy, driven by our commitment to advancing a healthier world through groundbreaking education and transformative research dedicated to enhancing health for all.

Sincerely,

Christine Hughes

Dean, Faculty of Pharmacy and Pharmaceutical Sciences





INTRODUCTION

Our strategic plan is a roadmap designed to guide the learning, research and community involvement of our faculty through 2029. It reflects our commitment to growth and innovation and to fostering a diverse and inclusive environment. This plan will support us in preparing our students for future challenges by integrating advanced technologies and broadening learning opportunities from rural to global health-care settings.

Our Vision

Advancing a healthier world through groundbreaking and transformative pharmacy education and research, dedicated to enhancing health for all.

Our Mission

To develop and empower a diverse community of pharmacists and researchers, dedicated to improving health care through advanced education, research and a strong commitment to the needs of society.

Our Values



COMPASSION:

We are dedicated to caring deeply for our community, showing empathy and active support for the well-being of everyone.



INTEGRITY AND ACCOUNTABILITY:

We uphold ethical standards with transparency, consistently holding ourselves responsible for our actions and their impacts.



EQUITY, DIVERSITY AND INCLUSIVITY:

We promote a culture where diverse voices and experiences are celebrated, striving for equity and inclusivity at every level.



INNOVATION:

We foster the development and application of creative and effective solutions to enhance pharmacy practice and health outcomes.



COLLABORATION:

We value and cultivate strong partnerships, working together across disciplines and communities to achieve shared goals.



EXCELLENCE:

We are committed to the highest standards in education, research and health care, continually pushing for improvement and professional development.

Goals For Excellence



1. TEACHING AND LEARNING

We offer accessible and flexible pharmacy education and research training, preparing graduates for the careers of tomorrow. Our Faculty is recognized provincially, nationally and internationally for quality and innovative graduate and post-professional learning opportunities. We are dedicated to preparing socially responsible graduates to serve diverse communities and are leaders in the integration of technology and digital health care. We develop new educational programs to meet evolving industry needs and enhance our educational impact.



2. RESEARCH AND INNOVATION

We are globally recognized for innovative research in drug discovery and development. As leaders in impactful pharmacy practice, social sciences and educational research, we foster an environment that supports groundbreaking work and interdisciplinary collaboration. Our commitment extends to translating and commercializing research to maximize real-world impact, ensuring our leadership in interdisciplinary research continues to advance the field.



3. PEOPLE AND CULTURE

We are dedicated to building a vibrant and inclusive community where diversity is celebrated. Our goal is to foster a thriving and diverse student body, faculty and staff in an inclusive, people-centred environment where everyone can thrive.



4. COMMUNITY ENGAGEMENT

We focus on meaningful engagement, impact and recognition within our communities through service, partnerships and relationships. By strengthening our connections with industry, health-care providers, donors, alumni and other stakeholders, we foster strong relationships and actively participate in community initiatives.

Paths To Excellence

Our path to excellence is guided by **key themes over one- and three-year periods**, with specific strategies evolving iteratively as the needs of the community and broader society change. We focus on four main areas: teaching and learning, research and innovation, people and culture, and community engagement. Each area is structured to ensure continuous improvement and adaptation, positioning us at the forefront of pharmacy education and practice.

TEACHING AND learning

We strive to provide a dynamic and inclusive educational environment where pharmacy students are equipped with the knowledge and skills necessary for success in the ever-evolving health-care landscape.

Our curriculum is designed to focus on primary care, digital health technologies and interprofessional learning opportunities, addressing both local and global health challenges.

In the first year, we focus on innovation in education programs, enhancing intra- and inter-professional learning opportunities and expanding global and rural health programming. By the third year, we aim to increase flexibility and accessibility in our programs, introduce new programs and microcredentials, provide robust support for learners and foster inclusive education practices.

STRATEGIES FOR EXCELLENCE

- Integrate cutting-edge digital health-care technologies**
 Incorporate electronic medical records (EMR), artificial intelligence (AI), machine learning and virtual reality into the curriculum to ensure students are proficient in leading electronic health-care technologies by graduation.
- Enhance intra- and inter-professional learning opportunities**
 Expand intra- and inter-professional learning experiences throughout professional programs and provide work-integrated learning opportunities for graduate students and postdoctoral fellows.
- Expand global and rural health programming**
 Provide students with diverse experiential learning experiences through electives, interdisciplinary rural health placements, global health programs and international exchanges and research projects.
- Increase flexibility and accessibility**
 Develop new educational programs to meet the evolving needs of learners and the health-care field and enhance the flexibility and accessibility of our existing programs.

RESEARCH AND **innovation**

Our path to excellence in research aims to establish us as a global leader in pharmacy research, recognized for our impactful contributions to drug discovery, pharmacy practice and health-care innovation. Our research environment fosters collaboration and supports the development of groundbreaking treatments and health-care solutions.

In the first year, we focus on enhancing research partnerships, optimizing funding strategies and establishing comprehensive support structures for emerging and established research areas. By the third year, we aim to increase international recognition, advance commercialization efforts and sustain interdisciplinary research initiatives.



STRATEGIES FOR EXCELLENCE

- **Strengthen research partnerships and increase international recognition**
Enhance partnerships internally and externally to the university and increase visibility in focused research themes.
- **Enhance support structures for both emerging and established research areas**
Optimize funding strategies including new funding opportunities, infrastructure and research operational processes. Provide comprehensive research support, including seed funding, commercialization support and teaching release.
- **Focus on commercialization and translation of research to maximize impact**
Establish well-defined processes for innovation, translation and commercialization of research findings. Support initiatives that promote the development and application of new technologies and treatments in real-world health-care settings.



PEOPLE AND **culture**

Our faculty is a vibrant community where diversity is valued, and every member has the opportunity to thrive both professionally and personally. We are committed to creating a supportive and inclusive atmosphere that promotes well-being and professional growth.

In the first year, we focus on establishing comprehensive support systems for well-being, psychological safety and anti-racism. We also develop structured mentorship programs and provide resources for diverse learning needs. By the third year, we aim to enhance these support structures, continuously improve mentorship programs and foster a more inclusive and engaging community.



STRATEGIES FOR EXCELLENCE

- **Implement comprehensive support systems**
Establish and expand support structures to ensure well-being, psychological safety and anti-racism within the academic and support staff, as well as the student body. Provide resources and accommodations for diverse learning needs and at-risk learners to support their success and progression.
- **Develop and support a mentorship program**
Implement a structured mentorship plan for new and existing academic staff. Regularly evaluate the mentorship program and incorporate feedback to continuously improve.
- **Promote an inclusive and engaging community**
Increase recognition of accomplishments among students, preceptors, academic and support staff through award nominations and other forms of acknowledgment. Foster team building, social events, and engagement through staff-led activities. Align recruitment strategies with EDII principles to enhance demographic diversity and support for Indigenous, rural and other equity-denied students.

COMMUNITY

engagement

Our path to excellence aims to enhance our engagement with the community, focusing on meaningful collaborations that improve health outcomes and enrich our educational and research missions. Our connections with alumni, health-care partners and the wider community are crucial in shaping a responsive and community-integrated faculty.

In the first year, we focus on strengthening existing partnerships and developing new collaborations with key stakeholders. We also work on establishing a Dean's Advisory Council to guide community engagement and strategic operations. By the third year, we aim to increase community and alumni engagement through targeted initiatives and programs, while also launching communications and outreach campaigns to enhance our brand identity.



STRATEGIES FOR EXCELLENCE

- Strengthen existing partnerships and develop new collaborations with key stakeholders**
Establish a Dean's Advisory Council to guide community engagement, philanthropy and strategic operations. Develop advocacy strategies to improve public perception and policy affecting the pharmacy profession. Enhance relationships with government, industry, health-care providers and community organizations, including Indigenous and minority communities.
- Increase community and alumni engagement through targeted initiatives and programs**
Implement outreach events and programs such as pop-up clinics and school engagements. Launch public relations and public education plans to enhance the faculty's brand identity. Expand engagement with alumni and donors through strategic initiatives, increasing their affinity with the faculty and increasing philanthropic support. Promote faculty and student participation in community service and partnership development, and increase the impact of these engagements through support and incentives.



We invite you to follow along on our progress

Visit uab.ca/pharmplan to learn more about the strategic plan and visit the dashboard for updated progress as we work toward our goals for 2029.

Thank you to the Strategic Plan Design Team and the FoPPS community of faculty, staff and students for their engagement and support.

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Leading with Purpose.

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