



**STRATEGIC PLAN**  
**July 2022 – June 2027**

Mission Statement

Our mission is educational excellence to improve the health of communities.

Program Goals

- Promote innovation
- Advance a culture of diversity and inclusion
- Foster collaborative relationships
- Develop professional lifelong learners, practitioners, and scholars
- Advocate for our professions and the patients we serve

### ***Promote Innovation***

<b>Promote innovation in education</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Hire additional support specialists in student success and instructional design	5 years	Dean, OAcA, OSA	
Work with IT to hire a dedicated IT person for the COPHS (i.e., FA and admissions advisor model)	2 years	Dean	
Implement a systemic review process to evaluate all courses for quality assurance every 3-5 years	1 year	OAcA and Curriculum Committee	
Provide at least two or more faculty development workshops annually on evidence-based teaching and assessment methodologies	On-going	OAcA, HERD	
Present SU administration with a proposal for a simulation center	5 years	Executive Team	
Present SU administration with a proposal for an active learning/small group space	3 years	Executive Team	
Conduct a needs assessment on buildings/space for growth of programs	5 years	Executive Team	
Conduct a needs assessment on extended curricula for the PharmD and PA programs	5 years	Executive Team	
Hire a development specialist to help obtain monies for student education	5 years	Executive Team	
Conduct a needs assessment on a twice a year start (summer/fall; summer/winter) for the PharmD and PA programs	5 years	Executive Team	

<b>Promote innovation in professional practice</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Create at least two innovative graduate/postgraduate training opportunities	5 years	Executive Team	

### ***Advance a Culture of Diversity and Inclusion***

<b>Facilitate DEI in faculty, staff, and student recruitment</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Develop an international student pathway	2 years	Executive Team and Director of Enrollment and Community Outreach	
Identify someone with communications/media marketing background to aid in COPS marketing efforts	3 years	Executive Team	
Define the DEI metrics to follow for student, staff, and faculty recruitment	1 year	DEI Taskforce and Executive Team	
Based on defined metrics, increase the diversity of student, staff, and faculty body by 10%	5 years	DEI Standing Committee/Taskforce and Executive Team	

<b>Increase DEI opportunities for the College</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Create a Standing Committee with at least two community members to continue the work of the DEI taskforce	2 years	Dean	
Develop a short-term experience for international learners	3 years	Executive Team	

<b>Increase DEI opportunities for students</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Create at least 2 authentic assessments related to DEI elements	2 years	OAcA	
Review curriculum for implicit and explicit bias to promote a DEI culture through the course review processes.	5 years	OAcA and Curriculum Committee	
Participate in a student-run free clinic for uninsured, low-income patients	5 years	Executive Team	

<b>Increase DEI opportunities for Faculty and Staff</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Conduct one DEI-themed professional development annually	On-going	HERD Committee Chair	

### ***Foster Collaborative Relationships***

<b>Facilitate interprofessional relationships</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Create a needs assessment for the development of a pharmaceutical research center	5 years	Office of Research and Executive Team	
Create 2 additional IPE events with non-COPHS programs	3 years	OSA	

<b>Facilitate relationships within the professions</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Create at least one alumni event for each program annually	2 years	Director of Enrollment and Community Outreach and Executive Team	
Create a list of alumni, by program, who are willing to be volunteers to help with program needs	3 years	Director of Enrollment and Community Outreach and Executive Team	

***Develop Professional Lifelong Learners, Practitioners, and Scholars***

<b>Develop students as lifelong learners, providers, and scholars</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Right size the number of student professional organizations	2 years	OSA	
Create a proposal for a COPHS student professional development plan as opposed to individual program plans	5 years	OSA	
Create a needs assessment for an interprofessional student organization	5 years	OSA	

<b>Develop faculty and preceptors as lifelong learners, providers, and scholars</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Collaborate with external stakeholders to develop at least two education/trainings for practice advancement	5 years	Director of Enrollment and Community Outreach and Department Chairs	
Conduct a live COPHS preceptor development/networking session annually	2 years	OCEE, Director of Clinical Education, Program Director, and Dean	

***Advocate For Our Professions and The Patients We Serve***

<b>Advance the role of the practitioner (Professional Advocacy)</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
100% of faculty active (i.e., serve on a committee/ Board of Directors, present, etc.) in a professional organization or through other professional service	5 years	Department Chairs and Dean	
Create a policy/procedure to support faculty interested in leadership roles within the professions	2 years	Department Chairs and Dean	

<b>Increase the impact of practitioners in the community (Patient Advocacy)</b>	<b>Timeline</b>	<b>Responsible Party</b>	<b>Updates</b>
Highlight faculty, preceptor, and alumni contributions annually	1 year	Everyone	
Create at least one community service event annually in a medically underserved area	2 years	OSA	