

PRIORITY #1: CREATE THE MOST ENGAGING CULTURE

Objectives and Initiatives

1.1 - Foster Diversity Equity and Inclusions

<p>➔ Recruit and retain diverse talent</p> <ul style="list-style-type: none"> ➔ Double the capacity of the new ESOP Mentoring Program Pilot to 60 student/mentor pairs with the overall goal of providing mentorship to all students ➔ Establish programs to attract students from rural and underserved areas in NC ➔ Expand recruitment networks to increase diverse faculty by including one new platform to market employment opportunities
<p>➔ Prepare culturally intelligent professionals</p> <ul style="list-style-type: none"> ➔ Implement and assess the Ackland Cultural Intelligence Experience that will include PY1 learners, staff, and faculty. ➔ Review cases to ensure they are inclusive and culturally appropriate in one PharmD pharmacotherapy course. Learnings will be expanded across curriculums within the School
<p>➔ Build an inclusive community</p> <ul style="list-style-type: none"> ➔ Increase (CCCIT) submissions and eliminate individual reports to the Assoc Dean for ODI by socializing the CCCIT at orientation, the bridging course, and with faculty

1.2 - Improve Well-being & Resiliency

<p>➔ Create a comprehensive employee and student well-being program</p> <ul style="list-style-type: none"> ➔ Plan and implement follow-up well-being assessment to include feedback on ESOP protected time guidelines. Increase well-being assessment scores by at least 10% from 2021 baseline for employees, school-based postgraduate trainees, and students
<p>➔ Launch a Cross-Campus collaboration program initiative to standardize well-being and resiliency across health sciences</p> <ul style="list-style-type: none"> ➔ Identify and implement at least one new evidence-based practice learned from cross-campus collaborations that align with our School's well-being action plan and well-being focus groups to promote well-being in FY23-24

1.3 - Expand Engagement

<p>➔ Provide access to mentorship and educational opportunities for career advancement and continuous professional development</p> <ul style="list-style-type: none"> ➔ 100% of managers complete the Blueprint for Engagement Supervision Training (BEST) and a 10% increase in the use of the School's professional development funds
<p>➔ Improve culture through School and unit-specific initiatives</p> <ul style="list-style-type: none"> ➔ 100% of managers have at least one fully completed action

PRIORITY #2: ACCELERATE INNOVATION & TRANSFORMATIONAL CHANGE IN PHARMACY AND PHARMACEUTICAL SCIENCES

Objectives and Initiatives

2.1 Prioritize Research & Translation

<p>➔ Create a strategy and secure significant personnel resources to become a recognized leader in neuroscience drug discovery/development & therapeutic applications</p>
<ul style="list-style-type: none"> ➔ Recruit two faculty for pain discovery ➔ Convene campus-wide scientists to initiate a UNC Translational Neuroscience Collaboratory. One of our current faculty will co-lead to facilitate our goal of becoming a recognized leader in neuroscience drug discovery/development and therapeutic applications ➔ Further develop the concept, Pain Research for Reducing Opioid Addiction, for the Carolina Next Strategic Plan
<p>➔ Use translation and entrepreneurship to deliver tangible new products and services all the way to the market; enhance IP commercialization for greater success</p>
<ul style="list-style-type: none"> ➔ Develop pre-seed mechanism for therapeutics and DH ➔ Build statewide DHVS ➔ 1-2 licensing deals for therapeutic assets ➔ Build novel pain therapeutics cluster
<p>➔ Identify primary domain(s) of transformational change in pharmaceutical sciences *NEW*</p>
<ul style="list-style-type: none"> ➔ Identify research strengths and future high-impact research initiatives for the next 5-year strategic plan.

2.2 - Enhance the Pharm.D. Student Experience *NEW*

<p>➔ Recruit and admit highly-qualified students with the majority coming from North Carolina</p>
<ul style="list-style-type: none"> ➔ Increase the proportion of students who enroll from the state of North Carolina by 10%.
<p>➔ Provide opportunities for differentiation; implement strategies to support student success; and declutter/decompress the curriculum</p>
<ul style="list-style-type: none"> ➔ Develop and finalize a comprehensive set of guidance and criteria for student differentiation experiences. ➔ Demonstrate a decrease in the number of PY1 students needing remediation and a decrease in the number of PY1 students experiencing a course failure. ➔ Approve the PharmD program outcomes. ➔ Approve and begin implementation of a refined approach to the integrative PHTH course series and the 8-week blocks.
<p>➔ Expand and optimize career development programming</p>
<ul style="list-style-type: none"> ➔ Create a 4-year longitudinal career support plan with evidence of initial implementation in fall 2024. ➔ Launch three programs by August 2024: 1) prepare students financially for costs associated with job searches (PY3s), 2) educate and inform students about financial aid loan repayment options (PY4s), and 3) hire a shared embedded financial counselor with the UNC School of Dentistry.

2.3 - Advance Practice

<p>➔ Implement a plan to identify, promote and expand sustainable quality patient care services in community-based settings across North Carolina *NEW*</p>
<ul style="list-style-type: none"> ➔ Convene three regional Catalyst events (one in the east, west and central) in North Carolina with the purpose of engaging stakeholders to promote and disseminate sustainable business models within their local communities. ➔ Engage learners in practice advancement initiatives in partnership with bellwether sites. ➔ Launch a Community Pharmacy Services Network with Blue Cross Blue Shield NC.

PRIORITY #3: IMPROVE THE OPERATING EFFICIENCY TO INVEST IN STRATEGIC AREAS

Objectives and Initiatives

3.1 - Optimize Cost / Expense Levers

→ Create resource allocation for all expenses

- Develop new school-level financial reporting views in Tableau to support both the annual budget process and other ongoing monthly/quarterly reporting needs. Perform profitability analysis of the Professional Education program and Research Enterprise to inform strategic decision-making.
- Investigate gaps/needs for a translational enterprise to intentionally move science/IP forward to places of corporate investments. Identify strategies to improve the revenue stream of recharge centers.

3.2 - Drive New Revenue Generation

→ Align strategic priorities with fundraising priorities to drive more philanthropic investment

- Double the annual amount of PharmD scholarship support.

→ Sustainably operationalize and grow the Eshelman Institute of Innovation

- Raise \$20M for 3-year Venture studio infrastructure
- Raise two pre-seed funds totaling \$30M over the next three years.

3.3 - Enhance Facilities and Physical Space

→ Develop facility plan that aligns with priorities, campus partners, and multi-campus presence

- Maintain material and data from ASG engagement/ partnership.
- Continue the use of data to support the overall mission of the School.
- Follow path of 3rd floor Beard while on the UNC-CH list for renovation funding.

→ Improve shared space for students, faculty, staff, and collaborators to interact and engage

- Complete Beard/Kerr wayfinding/signage.
- Complete design and cost estimates for Beard 3rd floor museum/gallery (library)
- Seek funding source for Beard/Kerr 1st floor storytelling.
- Seek funding source for Beard 1st floor student lounge area.