



BEYOND



**ESHELMAN SCHOOL
OF PHARMACY**

Strategic Plan for 2021-2024

UNC Eshelman School of Pharmacy's Strategic Plan: **BEYOND**

At the UNC Eshelman School of Pharmacy, everything we do begins and ends with a patient in mind. We are a tight-knit community of learners, teachers, researchers and partners, all working toward one common goal of solving the world's most challenging health care issues.

As global leaders in pharmacy and pharmaceutical sciences, we know our work is never over. We are constantly innovating and collaborating with an eye toward the future, going **BEYOND** rankings, borders, classrooms, labs and excellence, to improve health care for those here at home in North Carolina and around the world. Our mission is to prepare leaders and innovators that will solve the world's most pressing health care challenges.

Pursuing this mission hasn't always been easy, but we are a community of people built by grit and ingenuity. Our mission keeps us focused, pushes us harder and helps us remember that we are part of something bigger. We've had an incredible year, but we know we are capable of even more.

Guided by our Vision, Mission and Values, we believe our new three-year strategic plan will take us **BEYOND** where we are today and redefine excellence in education, pharmacy practice and research. Our holistic strategic planning process ensured that all of your voices were heard, and each idea carefully considered. Final feedback confirmed that you see yourselves in this plan.

I look forward to working with each of you as we strive to fulfill our goals and continue our pursuit of **Advancing Medicine for Life**.

All the best,

ANGELA DM KASHUBA, BScPhm, PharmD, DABCP, FCP
Dean, UNC Eshelman School of Pharmacy





Our Vision

To be the global leader in pharmacy
and pharmaceutical sciences

Global

Serving North Carolina, the United States, and the world

Leader

Continuously innovating and collaborating with an eye toward the future; begin and end with the patient in mind

Pharmacy

Going beyond the traditional paradigm of preparing and dispensing of medicinal drugs

Pharmaceutical Sciences

Ever-expanding new fields of research and practice including transdisciplinary opportunities



Our Mission

Preparing leaders and innovators
to solve the world's most pressing
health care challenges

Preparing

Develop through education and training;
support with proper resources

Leaders

Students, faculty, postdocs and staff

Innovators

Disrupt the status quo

Health Care

Emphasis on pharmacy and pharmaceutical sciences but
extending out to other disciplines through partnerships

Challenges

Modifications to research and practice due to dramatic
changes in landscape



Our Values

WE CARE

Welcoming, Equity, Commitment,
Accountability, Respect, Excellence

Welcoming

Creating an environment of inclusion and belonging

Equity

Opportunities for all

Commitment

Relentless passion for impact to society

Accountability

Ownership and responsibility

Respect

Appreciate and value others

Excellence

Pre-eminence in everything we do



Priority #1

Create the most engaging culture

Objective 1

Foster Diversity,
Equity & Inclusion

Initiatives

- Recruit and retain diverse talent
- Prepare culturally intelligent professionals
- Build an inclusive community

Objective 2

Improve Well-being
& Resiliency

Initiatives

- Create a comprehensive employee and student well-being program
- Launch a Cross-Campus collaboration program initiative to standardize well-being and resiliency across health sciences

Objective 3

Expand Engagement

Initiatives

- Provide access to mentorship and educational opportunities for career advancement and continuous professional development
- Improve culture through school and unit-specific initiatives

Priority #2

Accelerate innovation and transformational change in pharmacy and the pharmaceutical sciences

Objective 1

Prioritize Research & Translation

Initiatives

- Create a strategy and secure significant personnel resources to become a recognized leader in neuroscience drug discovery/development and therapeutic applications
- Use translation and entrepreneurship to deliver tangible new products and services all the way to market
- Identify primary domain(s) of transformational change in pharmaceutical sciences

Objective 2

Enhance the Pharm.D. Student Experience

Initiatives

- Recruit and admit highly-qualified students with the majority coming from North Carolina
- Provide opportunities for differentiation; implement strategies to support student success; and declutter/decompress the curriculum
- Expand and optimize career development programming

Objective 3

Advance Practice

Initiatives

- Implement a plan to identify, promote and expand sustainable quality patient care services in community-based settings across North Carolina

Priority #3

Improve operating efficiency to
invest in strategic areas

Objective 1

Optimize Cost/
Expense Levers

Initiatives

- Create resource allocation for all expenses

Objective 2

Drive New Revenue
Generation

Initiatives

- Align strategic priorities with fundraising priorities to drive more philanthropic investment
- Sustainably operationalize and grow the Eshelman Institute of Innovation

Objective 3

Enhance Facilities and
Physical Space

Initiatives

- Develop a facility plan that aligns with priorities, campus partners, and multi-campus presence
- Improve shared space for students, faculty, staff, and collaborators to interact and engage