VISION

To be a leader in advancing, promoting, and protecting human health.

MISSION

To improve health in our community through excellence in collaborative research, scholarship, and clinical education, and to develop outstanding healthcare professionals and scientists.

CORE VALUES

- **Accountability**—We will be diligent stewards of the public’s trust and funds;
- **Collaboration**—We will pool diverse intellectual resources to maximize collaboration among diverse disciplines;
- **Communication**—We will keep our members informed and will listen actively;
- **Community**—We will nurture a spirit of community among our faculty, students, staff, and members of the greater WSU Community;
- **Diversity**—We will value and respect diversity;
- **Equity**—We guarantee fair treatment, access, opportunity, and advancement for all;
- **Excellence**—We will strive for excellence in all that we do;
- **Innovation**—We will encourage ingenuity, creativity, and discovery;
- **Integrity**—We will be honest and ethical.
1. Be internationally recognized as a top-ranked research program that fosters and rewards research excellence and innovation (Aligns with WSU Goal 1: Research, Innovation, and Creativity)
   - Be a top-ranked research institution in pharmaceutical sciences with a focus on advancing human health;
   - Be a national leader in evidence-based research on teaching and learning strategies that best prepare pharmacists to serve society;
   - Engage in research that advances pharmacy practice with a focus on advancing human health regionally, nationally, and internationally;
   - Be an institution of preference for research due to well-structured financial incentives, industry relationships, and tenure track opportunities.

2. Provide a transformative student-centered learning and training experience that maximizes student success. (Aligns with WSU Goal 2: Student Experience)
   - Safeguard student success while ensuring the fiscal vitality of the college;
   - Deliver a high-quality, up-to-date student-centered curriculum that enhances critical and innovative thinking and problem-solving.

3. Grow outreach programs that serve the health care needs of people in our community and communicate the impact of the college locally, nationally, and globally. (Aligns with WSU Goal 3: Outreach, Extension, Service, and Engagement)
   - Create community partnerships that benefit and serve the healthcare needs of those we serve, including rural and underserved populations;
   - Perform outreach activities that promote the College of Pharmacy and Pharmaceutical Sciences and the allied health professions;
   - Disseminate research findings to the WSU community and beyond.
4. Foster a climate in the college that is inclusive, respectful, supportive, and diverse. (Aligns with WSU Goal 4: Institutional Effectiveness and Infrastructure)
   - Recognize and embrace cultural differences and act with sensitivity and awareness;
   - Maintain an environment where diverse, marginalized, and underrepresented people feel welcome as active participants in the college and feel a sense of belonging;
   - Exemplify a culture that values active, respectful, and transparent communication;
   - Provide equitable compensation to all employees and make a coordinated effort to support nominations for internal and external awards.

5. Build on existing excellence by providing strong faculty development and mentoring programs. (Aligns with WSU Goal 4: Institutional Effectiveness and Infrastructure).
   - Provide faculty development, encompassing academic leadership, career development, research, and teaching excellence;
   - Embody a culture of mentorship for faculty, trainees, and staff.