

**Washington State University**  
**College of Pharmacy and Pharmaceutical Sciences**  
**Strategic Plan 2020-2025**



## 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.*

# GOALS AND OBJECTIVES

- 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.