

**College of Pharmacy**  
UNIVERSITY OF SOUTH CAROLINA  
STRATEGIC PLAN 2025-2029



*Finalized: Sept 2024*





**Preamble:** The University of South Carolina College of Pharmacy's 2025-2029 Strategic Plan is a roadmap that aligns our actions with our vision to empower students, researchers, educators, and partners to transform healthcare through comprehensive pharmacy education, scholarly excellence, strategic collaborations, and entrepreneurial advancements. This plan is designed to fulfill our mission of preparing the next generation of innovative and collaborative pharmacists and scientists while pioneering clinical, entrepreneurial, and research endeavors to improve health outcomes for residents of South Carolina and beyond.

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Our strategic priorities and initiatives are structured around five key areas:

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- **EDUCATION and TRAINING**
  - **PEOPLE and ENVIRONMENT**
  - **RESEARCH EXCELLENCE**
  - **PRACTICE ADVANCEMENT,  
COLLABORATION, and PARTNERSHIP**
  - **OUTREACH and ENGAGEMENT**
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These areas reflect our commitment to excellence in pharmacy education, research, practice, and community engagement. They embody our dedication to fostering compassion, mutual respect, and collegiality within our diverse college community. Our plan emphasizes student success and development, faculty and staff development, the growth of alumni and partner relationships, and the expansion of pharmacy practice opportunities. This strategic plan serves as a guide for our college's growth and development over the next five years, ensuring that we continue to lead in pharmacy education, research, and practice while making meaningful contributions to our local, national, and global communities





## STRATEGIC PLAN

# Education and Training

**Priority 1: Redesign and implement an innovative Doctor of Pharmacy curriculum that prepares students for the dynamic landscape of pharmacy practice.**

**Initiatives:**

- 1.1 Identify and secure support for consultation in Instructional Design and Curricular Content, ensuring collaborative engagement with faculty to enhance educational quality and support an evidence-based integrated curriculum revision.
- 1.2 Define core competencies and milestones for each professional year, incorporating curricular threads to ensure comprehensive and progressive skill development throughout the program.
- 1.3 Utilize existing data sources and targeted feedback mechanisms to inform curriculum redesign.

**Priority 2: Explore the expansion of academic programs available through the College of Pharmacy.**

**Initiatives:**

- 2.1 Achieve expansion of undergraduate programs within the College of Pharmacy to prepare future graduates for the dynamic job market.
- 2.2 Evaluate and strengthen the current M.S., Pharmaceutical Sciences degree program to align with current market needs and relevance for educational priorities within the college.
- 2.3 Expand the Ph.D. program through extramural funding.



# Education and Training continued

**Priority 3: Foster a culture of growth and continuous quality improvement in faculty instruction within the curriculum.**

**Initiatives:**

3.1 Create and launch a structured faculty development program that enhances professional growth and teaching effectiveness through tailored support, workshops, and innovative pedagogical training.

3.2 Refine teaching effectiveness assessment practices, including revision of student and peer evaluation of teaching for undergraduate, professional and graduate education.

**Priority 4: Optimize student learning support and assessment to promote academic success.**

**Initiatives:**

4.1 Establish clear standards for practice experience readiness to ensure students meet essential competencies for both introductory and advanced pharmacy practice experiences.

4.2 Evaluate current academic success strategies and create effective support methods within the curriculum to enhance academic achievement for all students.

4.3 Utilize electronic competency assessment data to track achievement, demonstrate readiness, and drive continuous improvement.

**Priority 5: Expand the college's capacity to prepare students for diverse career pathways.**

**Initiatives:**

5.1 Develop a comprehensive career preparation framework that integrates professional skills and personalized guidance.

5.2 Establish strategic partnerships to broaden student exposure to diverse pharmacy practice settings and career opportunities.

5.3 Implement targeted educational programs that address specialized competencies within the dynamic pharmacy profession.







## STRATEGIC PLAN

# People and Environment

**Priority 1: Build a supportive environment that encourages collaboration, mutual respect, wellbeing, and engagement amongst all members of the College of Pharmacy.**

**Initiatives:**

- 1.1 Implement a communication strategy to ensure regular updates and transparency in decision-making processes.
- 1.2 Collaboratively develop and actively promote a living statement of culture and fundamental principles that guide the actions and decisions of all members of the college.
- 1.3 Plan and execute regular social events, cross-departmental activities, and small-scale motivational initiatives to foster collaboration, boost morale, and strengthen community building within the college.

**Priority 2: Advance the professional growth and support the wellbeing of faculty and staff with in the College of Pharmacy.**

**Initiatives:**

- 2.1 Implement a uniform process for annual review tailored to departmental goals that aligns individual faculty objectives with the college mission and supports professional advancement.
- 2.2 Develop and integrate a structured mentoring program into the faculty and staff onboarding process.
- 2.3 Promote continuing professional development by identifying support for conference attendance, training programs, and career advancement opportunities for both faculty and staff in alignment with the educational and service missions of the college.



## People and Environment continued

**Priority 3:** Evaluate and optimize the physical environment of the College of Pharmacy to support academic functions, research activities, and community engagement, with attention to basic infrastructure needs.

**Initiatives:**

3.1 Identify, prioritize, and create a plan for addressing deferred maintenance needs, including a strategy for ongoing space management and optimization.

3.2 Collect feedback from the college community to enhance the usability of community spaces, including creating multipurpose rooms for diverse academic and research activities.

3.3 Upgrade classrooms to include flexible furniture and technology that support group work and interactive learning.

3.4 Maximize the use of existing and new university spaces to complement the college's facilities and diverse needs.







## STRATEGIC PLAN

# Research Excellence

### **Priority 1: Strengthen research support and personnel.**

#### **Initiatives:**

- 1.1 Optimize research support with comprehensive pre- and post-award grant administration.
- 1.2 Strengthen the research community by prioritizing faculty retention and strategic hiring to synergize expertise.

### **Priority 2: Explore creative opportunities to support upgrades in research infrastructure.**

#### **Initiatives:**

- 2.1 Regularly assess current research space and facilities to identify areas for optimization.
- 2.2 Create a plan for enhancements to research infrastructure that fosters interdisciplinary work.

### **Priority 3: Foster research collaborations and partnerships.**

#### **Initiatives:**

- 3.1 Encourage and facilitate inter-departmental collaborations within the College of Pharmacy.
- 3.2 Accelerate thematic center development and center grant submissions, fostering collaborations with the University of South Carolina Health Science units and other institutions.
- 3.3 Cultivate partnerships with independent clinical partners to support translational research.
- 3.4 Establish a system for evaluating the feasibility and impact of ongoing and future research partnerships.
- 3.5 Implement a comprehensive strategy, in collaboration with the communications team, to amplify the visibility and impact of the college's research accomplishments on a national and international scale.





## STRATEGIC PLAN

# Practice Advancement, Collaboration, and Partnerships

**Priority 1:** Advance pharmacy practice through advocacy and interprofessional collaboration.

**Initiatives:**

- 1.1 Increase faculty and student involvement in advocacy efforts that advance the practice of pharmacy in South Carolina and beyond.
- 1.2 Leverage internal partnerships with Health Science programs at the University of South Carolina to advance the practice of pharmacy as part of interprofessional healthcare teams.

**Priority 2:** Expand strategic partnerships to support the college's mission.

**Initiatives:**

- 2.1 Grow the number of partnerships with regional and state-wide health systems.
- 2.2 Increase engagement with a diverse range of pharmacy organizations and key non-pharmacy organizations.
- 2.3 Develop coordinated partnerships with pharmaceutical corporations and other relevant entities.

**Priority 3:** Develop strategies to promote high-quality, innovative, and sustainable pharmacy practice models, with an emphasis on assessing and improving services using established quality metrics.

**Initiatives:**

- 3.1 Equip students and alumni to develop and implement sustainable advanced community-based pharmacy practice models particularly in independent pharmacies.
- 3.2 Promote student engagement in and advancement of pharmacy practice models in rural and/or under served communities.
- 3.3 Advance sustainable pharmacy services across all practice areas through targeted branding and messaging efforts.





## STRATEGIC PLAN

# Outreach and Engagement

**Priority 1:** Expand student recruitment reach through strategic engagement of college advocates.

**Initiatives:**

- 1.1 Implement a comprehensive ambassador program involving alumni, affiliates, faculty, and students to broaden recruitment effectiveness.
- 1.2 Develop an innovative, multi-faceted outreach approach to attract and inspire prospective students across various channels.

**Priority 2:** Strengthen alumni connections to support student success and college growth.

**Initiatives:**

- 2.1 Develop an inventory of existing alumni activities and identify opportunities for expanded engagement in mentorship, fundraising, and professional development.
- 2.2 Implement targeted strategies to increase alumni involvement in student success initiatives, leveraging alumni expertise and networks to enhance career guidance, networking opportunities, and precepting/experiential education.

**Priority 3:** Expand impactful community engagement to enhance student growth, foster partnerships, and elevate both the pharmacy profession and the college.

**Initiatives:**

- 3.1 Develop and support impactful community service opportunities that enhance students' academic and professional growth while showcasing the evolving roles of pharmacists.
- 3.2 Cultivate and coordinate partnerships with local organizations to create sustainable, long-term community engagement projects.