USC School of Pharmacy will revolutionize health care through discoveries and innovations that improve people’s lives.
SCHOOL OF PHARMACY VALUES

1. Integrity: Our personal behaviors and interactions with others are honest, respectful, and ethical.
2. Commitment: We are passionate about achieving excellence to enhance the quality of the School and our profession.
3. Creativity: We transcend traditional ways of thinking to generate transformative ideas and outcomes.
4. Collaboration: We connect talented individuals to maximize synergy.
We will lead schools of pharmacy by demonstrating and shaping the future of pharmacy practice, integrative research, and educational excellence.
FIVE GOAL AREAS FOR SCHOOL OF PHARMACY

1. Campus Environment
2. Student Experience
3. Clusters of Excellence
4. Future Practice
5. Revenue
FIVE GOAL AREAS FOR SCHOOL OF PHARMACY

1. **Campus Environment.** Foster a high performance culture that reflects our values and facilitates innovation in an enriching, stimulating environment.

2. **Student Experience.** Fully prepare the next generation of diverse academic and professional leaders.

3. **Clusters of Excellence.** Promote synergistic collaborations which advance knowledge and successfully implement new concepts in research, practice and student learning.

4. **Future Practice.** Advance the value of the profession within the health care system.

5. **Revenue.** Develop sustainable revenue sources that advance strategic initiatives and support our mission.
Campus Environment. Foster a high performance culture that facilitates innovation in an enriching, stimulating environment.

Strategy 1.1: Organizational Structure – Establish an organizational design more capable of responding to rapid changes in the environment.

Objectives

1.1.1 By January 2012, re-design faculty and staff positions to better meet the current and future needs of the School.

1.1.2 By July 2011, develop a plan for the redesign of the administrative and support structure, including a provision for periodic evaluation by faculty and staff.
Campus Environment. Foster a high performance culture that facilitates innovation in an enriching, stimulating environment.

Strategy 1.2: Technology – Incorporate evolving technology, based on both technological and pedagogical considerations, to optimize School’s performance.

Objective

1.2.1 By January 2012, develop and begin implementation of a 3 year technology plan that focuses on cutting edge technologies for research, education, and administration.

1.2.2. By July 2011, implement common intranet platform, standard email systems, and other standard platforms into overall technology plan.
Campus Environment. Foster a high performance culture that facilitates innovation in an enriching, stimulating environment.

Strategy 1.3: Space. Provide physical facilities that stimulate innovation and increase collaborative opportunities for all members of the School’s community.

Objectives

1.3.1 By July 2011, begin reallocating and redesigning existing space to generate enhanced capacity for research, collaboration and student instruction.

1.3.2 By July 2012, use expected growth projections to determine long-term space needs and accompanying resource requirements.

1.3.3 By January 2013, take advantage of University plans for Health Campus renovation to develop a plan for additional lab facilities, collaborative space, and student instructional capacity.
Student Experience. Fully prepare the next generation of diverse academic and professional leaders

**Strategy 2.1: Teaching Methodologies** – Develop and utilize teaching methodologies that provide improved learning experiences and outcomes.

**Objectives**

2.1.1 By July 2013, conduct a review of the curriculum to ensure alignment with the School’s vision and mission.

2.1.2 By January 2012, evaluate the results of the Graduate Student AACP survey and develop an action plan.

2.1.3 By January 2013, develop and implement an evaluation system that reflects our expectations and appreciation for excellence in teaching and learning.
Student Experience. Fully prepare the next generation of diverse academic and professional leaders

**Strategy 2.2: Skill Enhancement** – Provide students with an enhanced set of professional behavioral skills to better prepare them for their current and emergent roles in practice and research.

**Objectives**

2.2.1 By July 2013, develop a plan to reinforce fundamental skills throughout the curriculum, including interpersonal communication with patients and providers, clinical, and research.

2.2.2 By January 2012, use the Graduate/Professional Student AACP results and other data to redesign our student and trainee services.
Student Experience. Fully prepare the next generation of diverse academic and professional leaders

Strategy 2.3: Leadership Development – Recruit students who best reflect our values and provide them with opportunities to develop their leadership skills.

Objectives

2.3.1 By January 2012, change the criteria and process for student admission to reflect a broader range of talents and skills.

2.3.2 By July 2013, incorporate leadership development and demonstration opportunities into the graduate and professional curriculum.
Clusters of Excellence. Promote synergistic collaborations which advance knowledge and successfully implement new concepts in research, practice and student learning.

Strategy 3.1: Interdisciplinary Initiatives – Build a new culture that supports leading and participating in interdisciplinary pursuits by altering current practices and facilitating cross-boundary activities.

Objectives

3.1.1 By January 2013, develop a plan for the quantitative assessment of merit in collaborative endeavors

3.1.2 By January 2012, create multiple, regular venues for cross-disciplinary collaboration and expansion of research programs.

3.1.3 By July 2012, create incentives to develop School of Pharmacy faculty-led clusters of excellence that will attract recognition and support for all areas of the mission.
Clusters of Excellence. Promote synergistic collaborations which advance knowledge and successfully implement new concepts in research, practice and student learning.

Strategy 3.2: Partnerships - Expand our partnerships with academic, private, and governmental institutions in order to enhance the quality of teaching, patient care and research in the health care sciences.

Objectives

3.2.1 By July 2013, critically evaluate current and potential dual degree programs.

3.2.2 By January 2013, implement a set of activities that actively identify and promote collaborative opportunities in teaching, practice, and research with other Schools and encourage faculty to seek joint funding.
Future Practice. Advance the value of the profession within the health care system.

Strategy 4.1: Expand Influence - Influence wider implementation of innovative practices through demonstrations of their value.

Objectives

4.1.1 By January 2013, establish procedures and support mechanisms to transition our practice innovation programs to the wider community.
Future Practice. Advance the value of the profession within the health care system.

**Strategy 4.2: Develop Relationships** – Increase relationships with all stakeholders to build support for research initiatives and the implementation of practice innovations.

**Objectives**

4.2.1 By July 2013, actively establish a state and federal agenda for changes in pharmacy practice.

4.2.2 By July 2012, develop media and public relations plan to establish the leadership position of the School of Pharmacy in practice innovation.
Revenue. Develop sustainable revenue sources that advance strategic initiatives and support our mission.


Objectives

5.1.1 By July 2011, broaden the focus of the School’s development activities to include all faculty interests.

5.1.2 By July 2012, establish a closer, more collaborative alignment between the School’s Development Office and the University’s Development Office.

5.1.3 By July 2012, expand the pool of new funders/donors.

5.1.4 By July 2013, develop a private practice/consulting service that generates revenue for the faculty and the School.

5.1.5 By January 2012, provide support for faculty to develop intellectual property and related revenue opportunities.
**Revenue.** Develop sustainable revenue sources that advance strategic initiatives and support our mission.

**Strategy 5.2: Broaden Existing Revenue Streams.** Broaden and maximize existing revenue sources that have the greatest upside potential.

**Objectives**

5.2.1 By January 2012, improve efficiencies in the use of current resources.

5.2.2 By July 2012, provide an expanded number of on-line and other educational offerings/opportunities that generate revenue.

5.2.3 By July 2011, restructure the Alumni Affairs Office.
Goals to Complete by July 2011

1.1.2 By July 2011, develop a plan for the redesign of the administrative and support structure, including a provision for periodic evaluation by faculty and staff.

1.2.2 By July 20, 2011, implement common intranet platform, standard email systems, and other standard platforms into overall technology plan.

1.3.1 By July 2011, begin reallocating and redesigning existing space to generate enhanced capacity for research, collaboration and student instruction

5.1.1 By July 2011, broaden the focus of the School’s development activities to include all faculty interests

5.2.3 By July 2011, restructure the Alumni Affairs Office
Goals to Complete by January 2012

1.1.1 By January 2012, re-design faculty and staff positions to better meet the current and future needs of the School.

1.2.1 By January 2012, develop and begin implementation of a 3 year technology plan that focuses on cutting edge technologies for research, education, and administration.

2.1.2 By January 2012, evaluate the results of the Graduate Student AACP survey and develop and action plan.

2.2.2 By January 2012, use the Graduate/Professional Student AACP results and other data to redesign our student and trainee services.

2.3.1 By January 2012, change the criteria and process for student admission to reflect a broader range of talents and skills.
Goals to Complete by January 2012 (cont.)

3.1.2 By January 2012, create incentives to develop School of Pharmacy faculty-led clusters of excellence that will attract recognition and support for all areas of the mission.

5.1.5 By January 2012, provide support for faculty to develop intellectual property and related revenue opportunities.

5.2.1 By January 2012, improve efficiencies in the use of current resources.
Goals to Complete by July 2012

1.3.2 By July 2012, use expected growth projections to determine long-term space needs and accompanying resource requirements.

3.1.3 By July 2012, create incentives to develop School of Pharmacy faculty-led clusters of excellence that will attract recognition and support for all areas of the mission.

4.2.2 By July 2012, develop media and public relations plan to establish the leadership position of the School of Pharmacy in practice innovation.

5.1.2 By July 2012, establish a closer, more collaborative alignment between the School’s Development Office and the University’s Development Office.

5.1.3 By July 2012, expand the pool of new funders/donors.

5.2.2 By July 2012, provide an expanded number of on-line and other educational offerings/opportunities that generate revenue.
**Goals to Complete by January 2013**

1.3.3 By January 2013, take advantage of University plans for Health Campus renovation to develop a plan for additional lab facilities, collaborative.

2.1.3 By January 2013, develop and implement an evaluation system that reflects our expectations and appreciation for excellence in teaching and learning.

3.1.1 By January 2013, develop a plan for the quantitative assessment of merit in collaborative endeavors.

3.2.2 By January 2013, implement a set of activities that actively identify and promote collaborative opportunities in teaching, practice, and research with other Schools and encourage faculty to seek joint funding.

4.1.1 By January 2013, establish procedures and support mechanisms to transition our practice innovation programs to the wider community.
Goals to Complete by July 2013

2.2.1 By July 2013, develop a plan to reinforce fundamental skills throughout the curriculum, including interpersonal communication with patients and providers, clinical, and research.

2.3.2 By July 2013, incorporate leadership development and demonstration opportunities into graduate and professional curriculum.

3.2.1 By July 2013, critically evaluate current and potential dual degree programs.

4.2.1 By July 2013, actively establish a state and federal agenda for changes in pharmacy practice.
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