OUR MISSION-

"TO ADVANCE THE SCIENCE AND ART OF PHARMACY THROUGH INTERPROFESSIONAL EDUCATION, ACTIVE LEARNING, AND INNOVATIVE PATIENT CARE"
ACHIEVING OUR VISION

We are passionate about the strategic planning process at CNUCOP. It is our opportunity to implement our ideas and achieve our vision in an actionable plan. Our vision is to become a nationally recognized leader in educating the next generation of pharmacists in integrated patient healthcare.

GOALS OF OUR STRATEGIC PLAN

To achieve this vision, we identified six strategic priorities:

1. A Culture of Open and Timely Communication
2. An Environment that Promotes Student Success
3. Increasing Research and Scholarship Capacity
4. A Transformative Educational Experience
5. Growth and Financial Stability
6. Improving the Retention of Qualified Faculty and Staff
STRATEGIC PRIORITY 1: A CULTURE OF OPEN AND TIMELY COMMUNICATION

Goal: California Northstate University College of Pharmacy will provide a positive and inclusive environment to establish open and timely communication between all stakeholders.

Objective 1: Improve Communication between the College and the University Administration

• Ensure timely sharing of information from University Administration
• Optimize the Faculty Senate’s role as a liaison between faculty and the University

Objective 2: Improve Communication between Students and the College

• Establish and maintain open channels for student communication
• Improve students’ sense of ownership over communication

Objective 3: Improve Communication between Faculty and Students

• Develop a precise communication platform with students
• Improve communication pertaining to experiential education
• Establish a communication process for approving and announcing changes

Objective 4: Improve communication between faculty/staff and College Admin

• Develop a process for College updates and process changes
• Develop a process to share faculty and staff accomplishments

Objective 5: Improve Relationships between Preceptors and College

• Develop strong relationship with new and established sites
• Establish clear expectations for preceptors
Goal: Over the next three to five years, CNUCOP will enhance student support services that follow best practices to foster a student’s academic and personal success while building a strong rapport between students and CNUCOP Faculty and Staff

Objective 1: Improve Student Morale

• Codify a standardized process for collecting, interpreting, responding to student feedback
• Enhance resources and support for student success

Objective 2: Establish, Implement, and Assess a Student-Centered Career Development Program

• Create a curricular plan for career development and post-graduate training placement

Objective 3: Strengthen the Advisor/Advisee Relationship

• Improve the effectiveness of the Advisor Program

Objective 4: Enhance Health and Wellness Programming and Services for Students

• Improve the effectiveness of health and wellness programming and services for students through a college-level health and wellness committee

Objective 5: Enrich Co-Curriculum

• Refine and improve the co-curricular program
STRATEGIC PRIORITY 3: INCREASING RESEARCH AND SCHOLARSHIP CAPACITY

Goal: Over the next three years, CNUCOP will institutionalize a support structure that promotes scholarship and research

Objective 1: Expand Infrastructure to Support Research and Scholarship
• Establish and/or expand clinical research practice sites
• Acquire software and databases

Objective 2: Develop a Diversified Strategy to Increase Number of Externally Funded Grants and Contracts
• Identify specific diverse funding sources
• Identify high yield areas of research and scholarship

Objective 3: Expand the Number of Collaborative Research Projects
• Increase the number of internal collaborations
• Establish an external collaborator mechanism for SEED Grants

Objective 4: Increase Student Involvement in Research and Scholarship
• Increase the number of student research opportunities
• Increase student awareness of research and scholarship opportunities

Objective 5: Develop Strategies to Increase Research Productivity
• Increase the number and type of workshops
• Establish working groups that offer mentorship and support for research
• Incentivize faculty
Goal: CNUCOP will provide an exceptional holistic experience that combines didactic knowledge with metacognitive skills to prepare students for clinical practice.

Objective 1: Understand and Improve the Student Experience in Experiential Education

• Conduct a qualitative study to the student experience
• Make recommendations to improve the student EE experience

Objective 2: Increase and/or Enhance Experiential Resources to Deliver an Education Experience that Prepares Students to be Successful Pharmacists.

• Identify and map student deficiencies in APPE rotations specific to PLOs
• Explore integrating students into Practicum sequences
• Enhance preceptor development through the Preceptor Advisory Council

Objective 3: Support the Development of Clinical Skills through Didactic Preparations

• Restructure the Practicum Series
• Expand the IPE program
• Develop metacognitive skills in students
Objective 4: Provide Training for Faculty and Staff via COP CTL and Faculty Orientation

- Provide In-house teaching and learning workshops
- Incentivize faculty to offer IPPE/APPE experiential experience
- Offer professional development workshops conducted by external speakers
- Develop Faculty mentorship programs focused on experiential preparation
Goal: Over the next three to five years, California Northstate University College of Pharmacy will enhance its financial sustainability through strategic enrollment, diversified revenue streams, and enhanced marketing strategies.

Objective 1: Increase Recruitment Approaches and Applications

- Determine “key student decision factors” for selecting a college of pharmacy
- Enhance or redesign CNUCOP website to provide better user experience
- Develop and expand outreach opportunities
- Create incentives for Early Decision by student candidates
- Create a Pharmacology sequence in the CHS undergraduate program

Objective 2: Diversify Revenue Streams

- Develop certification offerings for the professional community
- Develop alumni outreach and giving programs

Objective 3: Establish Partnerships that Develop and Enhance Brand and Marketing Opportunities

- Create CAPPS advisory counsel
- Facilitate faculty participation in local and national associations

Objective 4: Explore Professional Marketing Assistance
STRATEGIC PRIORITY: 6
RETENTION OF HIGHLY QUALIFIED FACULTY AND STAFF

Goal: CNUCOP will secure its qualified faculty and staff by adjusting salaries, providing relevant professional development training and opportunities for growth.

Objective 1: Review current faculty and staff performance scales and appraisal process

• Create a system to communicate clear expectations and defined work load for staff
• Create individualized annual performance evaluations a
• Review and update the Faculty Promotion Policy
• Provide chairs with training on faculty professional development

Objective 2: Build a Culture of Career Development to Facilitate Faculty and Staff Career Growth

• Provide faculty and staff with growth opportunities and develop an evaluation and reward system
• Conduct annual dossier development training for faculty
• Provide annual staff training on career development