

PREEMINENCE2025



2018-2025 Strategic Plan



UNIVERSITY OF SASKATCHEWAN

College of Pharmacy
and Nutrition

USASK.CA/PHARMACY-NUTRITION

Vision

Together with the University of Saskatchewan, the College of Pharmacy and Nutrition will contribute to a sustainable future by being among the best in the world specifically in areas of Pharmacy and Nutrition and Dietetics, including special and emerging strengths, through outstanding research, scholarly, and artistic work that addresses the needs and aspirations of our region and the world, and through exceptional teaching and engagement.

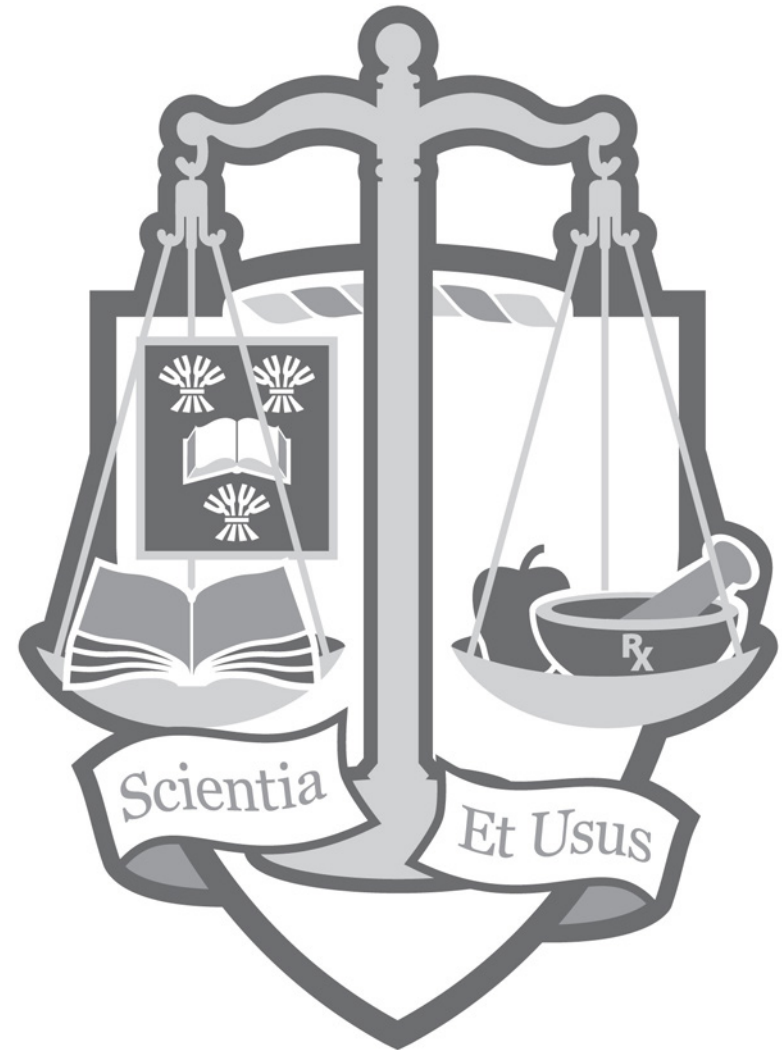
We will be an outstanding College of Pharmacy and Nutrition in the areas of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous peoples and communities.



Mission

The College of Pharmacy and Nutrition supports the University of Saskatchewan's mission to advance the aspirations of the people of the province and beyond through interdisciplinary and collaborative approaches to discovering, teaching, sharing, integrating, preserving, and applying knowledge, including the creative arts, to build a rich cultural community in the Pharmacy and Nutrition communities and beyond.

By creating an innovative, accessible, and welcoming place for students, educators, and researchers from around the world, we serve the public good by connecting discovery, teaching, and outreach, by promoting diversity and meaningful change, and by preparing students for enriching careers and fulfilling lives as engaged global citizens in and beyond their chosen areas of expertise, Pharmacy and Nutrition and Dietetics.



Values

The University of Saskatchewan community, including the College of Pharmacy and Nutrition, believes in the following principles:

- Academic freedom
- Collaboration
- Commitment to community
- Different ways of knowing, learning and being
- Diversity, equality, and human dignity
- Excellence
- A healthy work and learning environment
- Innovation, curiosity, and creativity
- Openness, transparency, and accountability
- Reconciliation
- Sustainability

The University of Saskatchewan community, including the College of Pharmacy and Nutrition, is committed to acting in accordance with the following values:

- Collegiality
- Fairness and equitable treatment
- Inclusiveness
- Integrity, honesty, and ethical behaviour
- Respect

A belief in principles vital to our institution and our college a commitment to key values—ways of conducting ourselves—constitute the *raison d'être* of our mission and vision.

Dean's Message

The College of Pharmacy and Nutrition Strategic Plan **Preeminence 2025** is a bold and progressive plan to address societies health care concerns and to be a leader in pharmaceutical and nutritional care.

In the past several years the College has been a national leader in indigenous student recruitment, fundraising and research and this plan builds on these achievements.

With the expanded scope of practice for both pharmacists and dietitians the College is positioned to be a world leader in solving practical health care problems that will make a societal impact and training the next generation of health care providers.

Dr. Kishor M. Wasan, R.Ph, Ph.D, FAAPS, FCSPS, FCAHS
Professor and Dean
College of Pharmacy and Nutrition

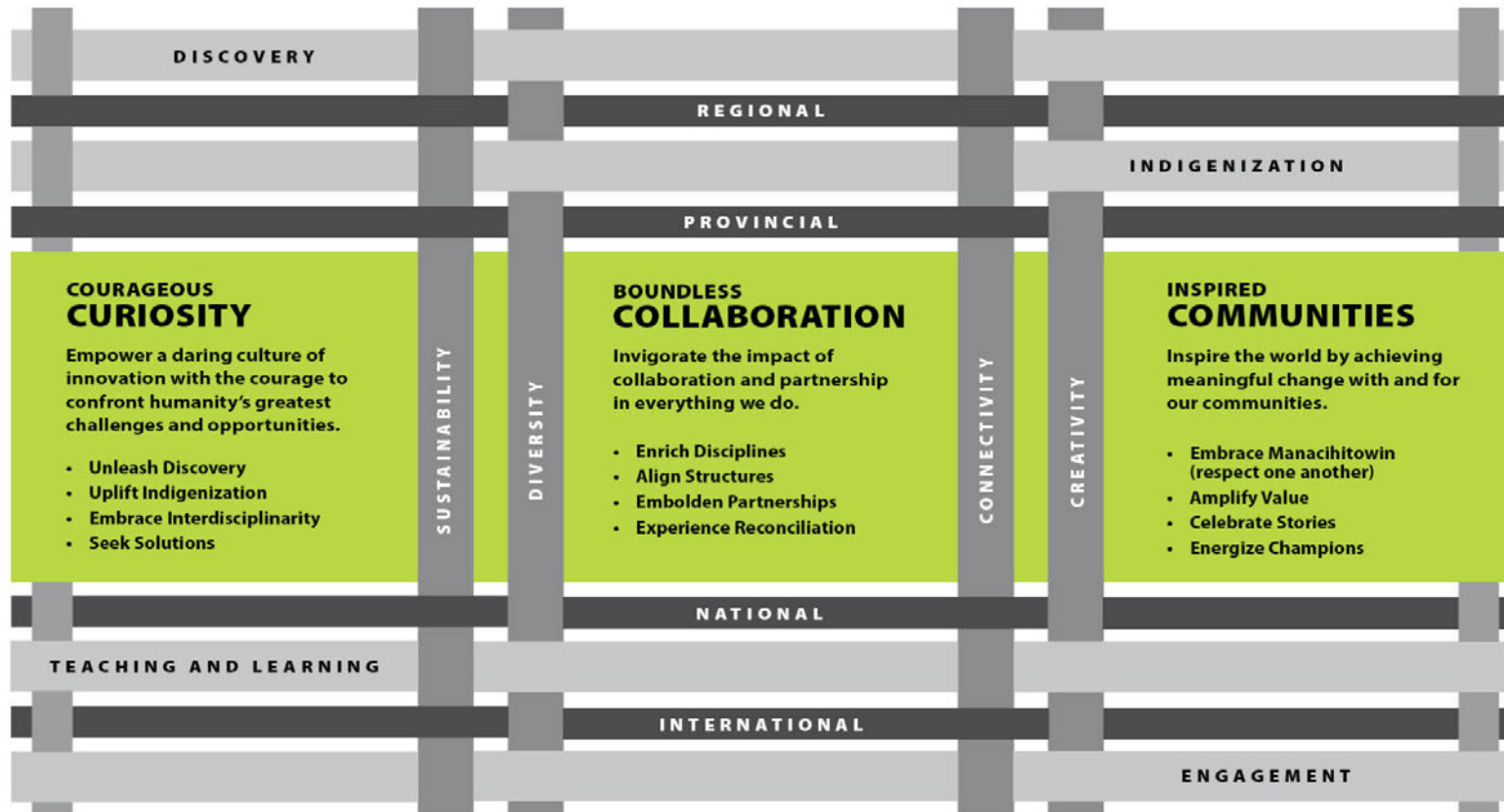


Strategic Goals

1. Develop and enhance College programs¹, research and services² to address the needs of our professions.
2. Enhance engagement, collaboration and service to partners and our community.
3. Increase Indigenous knowledges, voices, and practices within the College.
4. Increase international involvement within the College in the areas of curriculum, student experience, and research.
5. Ensure and enhance resources to support the College strategic plan.

1. College Programs: any program/activity that leads to a degree or certificate - Pharmacy Undergraduate, Pharmacy Graduate, Nutrition Undergraduate, Nutrition Graduate.

2. College Services: any organization/activity that provides a service to our students or community - MAC, medSask, CPDPP, RxFiles, NRVC (Nutrition Resource and Volunteer Centre)



2025 ASPIRATIONS

Transformative Reconciliation. Indigenous students, faculty, staff, and communities are holistically strengthening the spirit and methodologies we inhabit

Productive Collaboration. Community, private-sector, and international partnerships animate every facet of our research enterprise.

Meaningful Impact. Our knowledge, discoveries, and innovations are helping communities achieve their social, cultural, and economic goals.

Distinguished Learners. Our graduates are among the most inventive, collaborative, and sought-after in Canada and around the world.

Global Recognition. Our research, graduates, academic programming, and reputation are recognized as world-class.

Strategic Goal 1

Develop and enhance College programs, research, and services to address the needs of our professions.

Addressing the needs of our professions starts with our students and optimizing their learning experiences within our programs. Developing new programs, founded on an integrative framework for learning guided by the University of Saskatchewan Learning Charter is a key step in meeting the needs of students and hence our professions.

This charter focuses on a set of active commitments around teaching and learning that asks:

- students to learn actively, think broadly, act ethically, and engage respectfully;
- instructors to exemplify learning, teach effectively, assess fairly, and solicit feedback; and
- colleges to provide opportunities, ensure quality, build environment, and support learning.

It is in this spirit which we as a College embark on the exploration and development of new programs, research and services; the enhancement of teaching and learning practices; and the expansion of interprofessional activities in research and curriculum.

Strategic Goal 1

Develop and enhance College programs, research, and services to address the needs of our professions.

1.1 Explore and develop new courses, programs and services to address evolving needs of our professions.

Academic content: Update and develop courses to meet evolving curricular needs and accreditation standards by incorporating new electives or courses and by reviewing course syllabi for content currency (for example: foods content in the nutrition curriculum).

Academic programs: Explore, develop, and offer division specific bridging programs and new programs (International nutrition graduate program, non-dietetics nutritional program, PharmD bridging program, PharmD/MBA, PharmD/PhD and RD/MSc).



Strategic Goal 1

Develop and enhance College programs, research, and services to address the needs of our professions.

1.2 Enhance teaching and learning culture and practices through the further implementation of renewed curricular competencies and new assessment frameworks.

Professional culture: Maintain / foster a culture of professionalism including humility, respect, adaptability, hard work and flexibility in the College learning community by incorporating professionalism competencies in the curriculum.

Assess competence: In conjunction with division curriculum committees, develop and utilize an assessment framework based on curricular competencies and stakeholder feedback related to curriculum which both enhances teaching and learning, and supports program improvement and accreditation requirements.

Indigenous competencies: Enhance teaching and learning practices through the development and implementation of Indigenous curricular competencies within the College learning community by incorporating Indigenous competencies in the curriculum.



Strategic Goal 1

Develop and enhance College programs, research, and services to address the needs of our professions.

1.3 Enhance interprofessional activities in research and curriculum for undergraduate and graduate students.

Interprofessional experiences: Increase the number of undergraduate interprofessional learning experiences through the addition of activities in a variety of Pharmacy and Nutrition courses.

Interprofessional framework: Through the work of the Interprofessional Education Curriculum Committee (IPECC), establish a framework that can be applied to categorize student experiences to determine which type of experiences currently exist and when they occur.

Implement framework: Inventory the number and type of current IPE experiences and which competencies students are exposed to, within each experiential placement.



Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

In keeping with the University of Saskatchewan mission, our College strives to advance the aspirations of the people of the province and beyond, through engaging and collaborative approaches to partner with community services and research which enables meaningful change.

Reaching out to diverse new and existing partners will ensure this active engagement and collaboration.

Enhancing plain language and targeted communication of research impact and outcomes will be the enabling counterpart to this renewed engagement and collaboration which will lead to meaningful change for our partners and our community.



Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

2.1 Identify and enhance engagement and collaboration with new and existing partners and our stakeholders/community through promotion, advocacy and relationship building.

Inter-division stakeholders: Viewing Pharmacy and Nutrition as internal stakeholders, enhance inter-division partnerships to further outreach efforts.

Form an inter-division Community Stakeholder Engagement Committee so as to more formally connect with our stakeholders to:

- enhance College involvement in providing continuing education opportunities for dietitians/pharmacists and other health professionals; and
- enhance inter-divisional community based research with a focus on Saskatchewan residents to satisfy our professional responsibilities in Health Services.



Strategic Goal 2

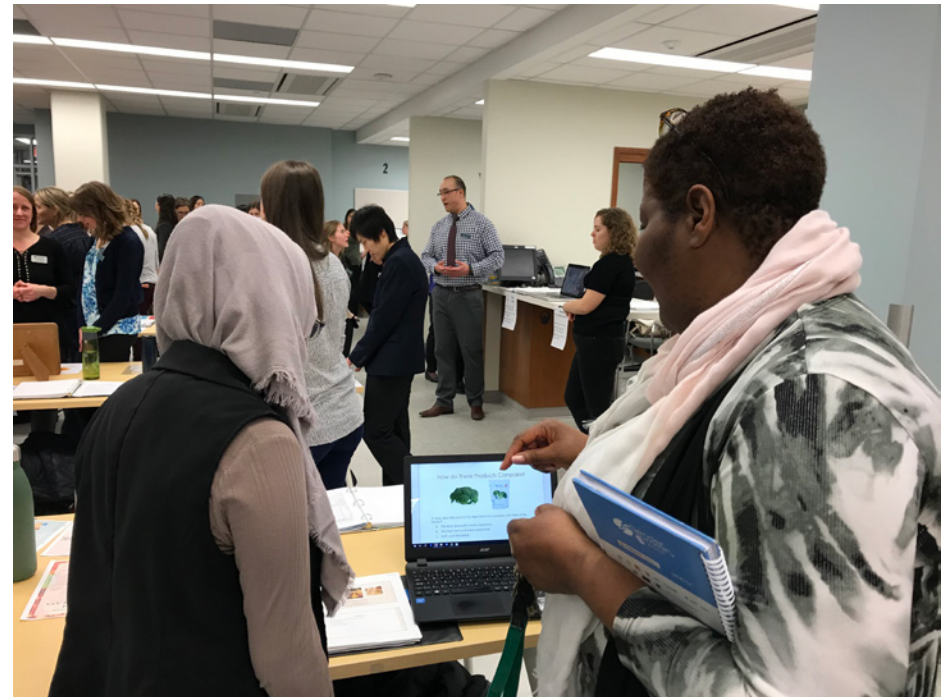
Enhance engagement, collaboration and service to partners and our community.

2.1 Identify and enhance engagement and collaboration with new and existing partners and our stakeholders/community through promotion, advocacy and relationship building.

Nutrition services, Dietitians and Professional Dietetic Associations

To continue to provide support for the development of a provincial Nutrition On-Line Service.

To advocate for and to promote the dietetics profession.



Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

2.1 Identify and enhance engagement and collaboration with new and existing partners and our stakeholders/community through promotion, advocacy and relationship building.

Nutrition services, Dietitians and Professional Dietetic Associations

To develop a plan for use of the Division's new Foods and Nutrition lab by external individuals and groups potentially as a source of revenue for the Division.

To partner with the Food and Nutrition Management Program at Sask Polytechnic to offer a degree program for graduates of their program.



Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

2.1 Identify and enhance engagement and collaboration with new and existing partners and our stakeholders/community through promotion, advocacy and relationship building.

Pharmacy services, Pharmacies and Professional Pharmacy Associations

Enhance and continue to build relationships with community pharmacists, corporate community pharmacies, and professional pharmacy associations.

Establish real-world, clinical programs in community pharmacies that are delivered by undergraduate pharmacy students.

Create a pharmacy in partnership with one or more First Nations' communities to benefit all stakeholders in the areas of student development and community health and engagement.



Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

2.1 Identify and enhance engagement and collaboration with new and existing partners and our stakeholders/community through promotion, advocacy and relationship building.

Experiential Learning & Practicum Program

Establish an EL Advisory Committee which includes preceptors from a variety of settings to advise on recruitment of new sites, preceptor training recommendations and about retention.

In consultation with the EL Advisory Committee, establish a month-by-month plan for site recruitment.

In consultation with the EL Advisory Committee, develop a preceptor training and development pathway including the mechanism to deliver the training.

Continue to advocate for and ensure sufficient supports to maintain experiential learning programming (inclusive of direct experience, focused reflection, and authentic assessment) in both Nutrition and Pharmacy programs.



Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

2.1 Identify and enhance engagement and collaboration with new and existing partners and our stakeholders/community through promotion, advocacy and relationship building.

Students and Alumni

Formalize and internally communicate our alumni outreach and engagement strategy.

Pursue initiatives that help us build relationships with the students.

Identify and support existing and new opportunities for student collaboration celebrating student participation.

Track, promote, and cultivate relationships with graduate student alumni to increase research collaborations, graduate employment, and funding opportunities.



Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

2.1 Identify and enhance engagement and collaboration with new and existing partners and our stakeholders/community through promotion, advocacy and relationship building.

Industry, government stakeholders, professional body stakeholders and funding agencies

Establish a liaison committee aimed at connecting with major partners in the province to understand priorities and investigate opportunities.

Increase faculty engagement, collaboration, and partnerships with industry research groups, funding agencies, and other organizations.

Advocate and lobby government to break down barriers with regards to access to medication and proper nutrition within the province.



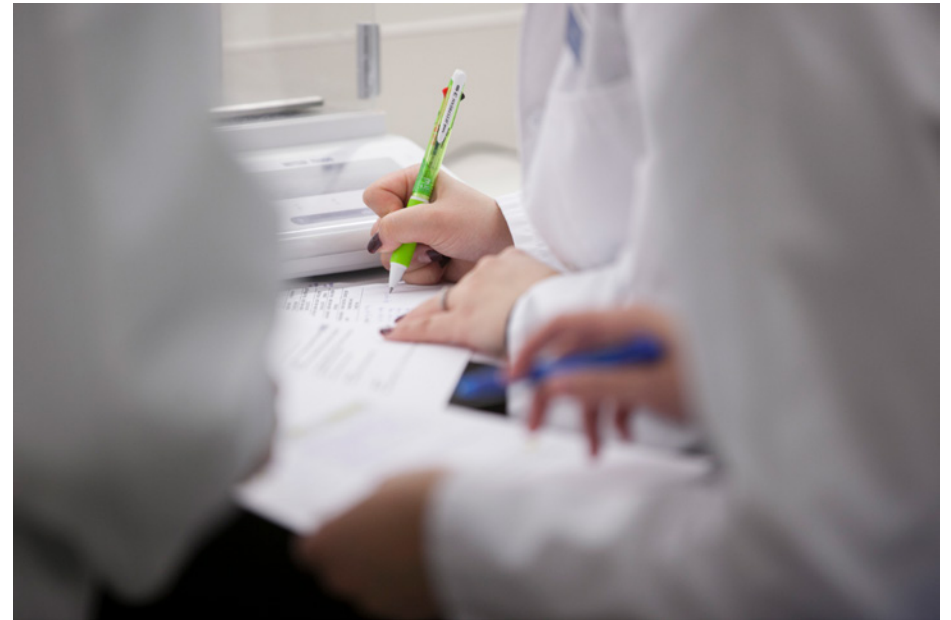
Strategic Goal 2

Enhance engagement, collaboration and service to partners and our community.

2.2 Support and enhance our focus on knowledge translation³ activities.

Targeted communication: Enhance plain language and targeted communication of researcher profiles and research impact/outcomes.

Promote partnerships: Recognize and promote current and new engagement, partnerships, and collaboration activities with knowledge users, stakeholders, community groups, professional organizations, and researcher/research clusters to ensure continuation, sustainability and further network opportunities.



3. Knowledge Translation or KT involves processes and activities designed to bridge the knowledge-to-action gap, moving research from the lab, journal and conference into the hands of those working with that knowledge in the community. KT activities include integrated KT, end-of-grant KT events, community research communications and open access publications.

Strategic Goal 3

Increase Indigenous knowledges, voices, and practices within the College.

The College of Pharmacy and Nutrition is proud of the work we have done with our indigenous community, particularly our current standing - having been proclaimed as #1 in Canada with the most self-declared indigenous Pharmacy students⁴.

We are equally committed to continuously improving the College to be the best place possible for Indigenous peoples of this province and country.

Adopting this Strategic Goal, the College supports and will work with the University on its commitment to “uplifting indigenization to a place of prominence at the University of Saskatchewan⁵.”



4. Source: 2016-2017 AFPC Benchmark Data enrollment

5 Source: University Plan 2025: Strategic Framework and Narrative as approved by University Council

Strategic Goal 3

Increase Indigenous knowledges, voices, and practices within the College

3.1 Promote activities that encourage Indigenous cultural safety⁶ and outreach among faculty, staff, and students.

Indigenous engagement: Form a group which includes faculty, staff and students that will organize College specific learning events, including the “Indigenous voices” presentations.

3.2 Increase collaboration with on campus faculty and off campus individuals/ organizations with similar interests in campus aboriginal interest/activities.

Indigenous connectivity: Ensure active participation in groups such as the Health Sciences Indigenous Engagement Committee and the Indigenous Health Committee.



6. Cultural safety refers to a state whereby a provider embraces the skill of self-reflection as a means to advancing a therapeutic encounter with First Nations, Inuit, Metis peoples and other communities including but not limited to visible minorities, gay, lesbian, and transgendered communities

Strategic Goal 3

Increase Indigenous knowledges, voices, and practices within the College.

3.3 Develop initiatives and/or partner with existing programs to support the recruitment and retention of faculty, staff and students with Indigenous expertise.

Indigenous recruitment: Increase recruitment of Indigenous students through events with students and specifically developed recruitment materials.

Indigenous supports: Develop an Indigenous Student Success and Support Program.

Indigenous scholarship: Hire Indigenous scholars whose professional focus includes Indigenous patient-centric research.



Strategic Goal 4

Increase international involvement within the College in the areas of curriculum, student experience, and research.

Recently, President Peter Stoicheff highlighted our objective “to be nationally and internationally recognized as a distinguished university dedicated to research excellence”, and “a welcoming place for students, educators and researchers from around the world.” This bold vision for the U of S, built upon a history of accomplishment for nearly 110 years, inspires our belief that academic excellence, partnered with international engagement and activity, will enhance our student experience, heighten the impact of our research, and fortify our presence as a globally influential university.

With this Strategic Goal, the College of Pharmacy and Nutrition wholeheartedly supports the University of Saskatchewan’s International Blueprint for Action, including the four key pillars stated within:

1. Internationalizing Learning Experiences;
2. Diversifying our University Community;
3. Strengthening our Global Impact through Discovery; and
4. Growing our Global Citizenship and International Community Service.



Strategic Goal 4

Increase international involvement within the College in the areas of curriculum, student experience, and research.

4.1 Enhance the internationalization of student learning experiences.

Cross-cultural content: Enhance international and cross-cultural involvement in curriculum content and learning.

Student training: Provide additional training, professional development, and learning opportunities to undergraduate and graduate students.

Faculty/Staff development: Further engage staff and faculty in international committees and groups.

4.2 Diversify the student community.

Visiting scholars: Increase short-term visiting scholars and trainees.

Recruit the best: Increase recruitment of strong international graduate students.



Strategic Goal 4

Increase international involvement within the College in the areas of curriculum, student experience, and research.

4.3 Grow our global citizenship and community service.

Overseas programming: Enhance learning abroad programs for undergraduate and graduate students.

4.4 Strengthen our global impact through discovery.

International partnerships: Maintain and increase interdisciplinary international research and international development partnerships.

International presence: Promote our expertise/leadership on the international stage in our core research areas.



Strategic Goal 5

Ensure and enhance resources to support the College Strategic Plan.

In accordance with the University Plan 2025 goal to align structures, the College of Pharmacy and Nutrition has incorporated this specific goal to ensure the necessary resources to execute its Strategic Plan.

We will proactively and prudently direct specific time and energy to guarantee that the academic, administrative, and physical infrastructure is available to enable collaborative academic, research and service opportunities for students, faculty, and staff.



Strategic Goal 5

Ensure and enhance resources to support the College Strategic Plan.

5.1 Ensure and enhance human resources to support the College strategic plan.

Wellness program: Establish a College specific Wellness program.

Establish a committee to develop and implement a wellness plan for the College of Pharmacy and Nutrition.



Strategic Goal 5

Ensure and enhance resources to support the College Strategic Plan.

5.1 Ensure and enhance human resources to support the College strategic plan.

Student recruitment: Review, diversify and increase student recruitment strategies and efforts.

Increase graduate recruitment efforts focused on increasing the number of high quality personnel.

Create novel opportunities for recruitment of professional students into graduate studies to address curriculum needs and training of future academic professionals.

Enhance recruitment of students to our undergrad programs.

Increase scholarships for Indigenous and other students to enhance the diversity and number of applicants into College programs.



Strategic Goal 5

Ensure and enhance resources to support the College Strategic Plan.

5.1 Ensure and enhance human resources to support the College strategic plan.

Student recruitment: Review, diversify and increase student recruitment strategies and efforts.

Recruit outstanding and engaged students.

Optimize undergraduate research funding and recruitment to encourage graduate student recruitment and to enrich the undergraduate student experience.



Strategic Goal 5

Ensure and enhance resources to support the College Strategic Plan.

5.1 Ensure and enhance human resources to support the College strategic plan.

Student retention: Establish and provide supports to retain students.

Increase the amount of bursaries/scholarships available to undergraduate students.

Review scholarship make-up and needs to ensure alignment with program requirements in both Pharmacy and Nutrition.

Faculty and staff recruitment: Adapt roles and responsibilities and increase faculty and staff recruitment with a focus on succession planning to support emerging College programs and services and the strategic research plan.

In consultation with the College executive, create and implement a faculty and staff recruitment, retention and succession plan to support the College strategic plan.



Strategic Goal 5

Ensure and enhance resources to support the College Strategic Plan.

5.1 Ensure and enhance human resources to support the College strategic plan.

Faculty and staff retention: Establish and provide supports to retain and develop faculty and staff .

Recruit and retain faculty and staff to support College academic and professional programs.

Enhance professional development and learning opportunities for faculty and staff in order to create a supportive environment.



Strategic Goal 5

Ensure and enhance resources to support the College Strategic Plan.

5.2 Ensure and enhance financial support and infrastructure to support the College strategic plan.

Financial: Targeted fundraising to support the initiatives of the strategic plan.

Infrastructure: Procure new office, laboratory space, and equipment to support the Doctor of Pharmacy program and growth of the Nutrition program.

