

## COLLEGE OF PHARMACY AND NUTRITION STRATEGIC PLAN 2025

### HISTORY

The School of Pharmacy was established at the University of Saskatchewan in 1913, and became the College of Pharmacy in 1921. In 1987, the Division of Nutrition and Dietetics was created within the College, and in 1994 the College changed its name to the College of Pharmacy and Nutrition. The College is a unique combination of two health disciplines and professional programs, and serves as a model for integrating health promotion and education, health care delivery, interdisciplinary research, and community outreach.

### OUR VISION

To learn, seek, discover, and share knowledge in pharmacy and nutrition that advances the health of the people of Saskatchewan and beyond.

### OUR MISSION

To develop skilled and caring pharmacy and nutrition professionals and scientists, and to create knowledge – through excellence in teaching, research, scholarship, outreach and engagement – for the health of individuals and communities.

### OUR VALUES

**EXCELLENCE:** Pursue exceptional quality and performance in all that we do.

**INNOVATION:** Promote discovery and creativity through critical thinking and independent thought.

**COLLABORATION:** Build and sustain strong, enduring partnerships with our stakeholders.

**COMMITMENT:** Exemplify dedication to the University, our professions and the local, national and global communities.

**RESPECT:** Celebrate diversity and treat individuals with dignity, fairness, courtesy and compassion.

**INTEGRITY:** Conduct all of our activities with the highest standards of ethical and professional behaviour.

**INITIATIVE:** Encourage and commit to leadership and engagement within the University, our professions and the local, national and global communities.

**RESPONSIBILITY:** Act in accordance with our mission and goals to be accountable and promote sustainability.

University Priority	College Goals	Sub-goals	Initiatives/Actions	Timeline	Leaders	Measures/Indicators
<b><i>Courageous Curiosity</i></b>	<b>GRADUATE HIGHLY COMPETENT PROFESSIONALS EQUIPPED TO ADDRESS THE CHANGING ROLES OF THE PROFESSIONS</b>	<ul style="list-style-type: none"> <li>Graduate first PharmD with high PEBC success rates</li> </ul>	<ul style="list-style-type: none"> <li>Complete development of year 4 of PharmD program</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2021</li> </ul>	<ul style="list-style-type: none"> <li>ADA</li> <li>ADR</li> </ul>	<ul style="list-style-type: none"> <li>PEBC success rates</li> <li>Student survey and SLEQ results</li> <li>Pharmacists survey</li> <li>Preceptor surveys</li> <li>Employment rates after graduation</li> <li>Curriculum review documentation</li> </ul>
			<ul style="list-style-type: none"> <li>Evaluate experiential learning opportunities throughout the PharmD</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		
			<ul style="list-style-type: none"> <li>Evaluate scope and sequence of PharmD program</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2020</li> </ul>		
			<ul style="list-style-type: none"> <li>Evaluate horizontal and vertical integration of competencies within PharmD curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2020</li> </ul>		
		<ul style="list-style-type: none"> <li>Increase enrolment and retention rates in Pharmacy and Nutrition programs (both undergrad and graduate)</li> <li>Complete recruitment plan for Nutrition</li> </ul>	<ul style="list-style-type: none"> <li>Plan and implement Nutritional and Pharmaceutical Sciences undergrad programs</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Number of PharmD/RD graduates</li> <li>Number of graduate students</li> <li>Number of students enrolled in new programs (e.g. FSSM, Pharm/Nutr Sci)</li> <li>Number of graduate students in combined programs</li> <li>Number of non-college student registrations into P and N courses</li> <li>Number of students with and amount of scholarship/bursary funding</li> <li>Qualitative measures?</li> </ul>
			<ul style="list-style-type: none"> <li>Utilize social media resources, and other available resources, to increase recruitment</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		
			<ul style="list-style-type: none"> <li>Investigate potential for MSc in Pharmaceutical Sciences</li> </ul>	<ul style="list-style-type: none"> <li>Fall, 2020</li> </ul>		
			<ul style="list-style-type: none"> <li>Establish combined degrees and minors</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		
			<ul style="list-style-type: none"> <li>Open course offerings to students not registered in the College</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		
			<ul style="list-style-type: none"> <li>Investigate potential for linking SK Poly with Nutrition initiatives.</li> <li>Admission of currently practicing dietitians into Masters program</li> </ul>	<ul style="list-style-type: none"> <li>Sept 2023</li> </ul>		
		<ul style="list-style-type: none"> <li>Incorporate new dietetics competencies into the undergraduate Nutrition program</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li>Sept 2020 plan</li> </ul>		<ul style="list-style-type: none"> <li>Number of new clinical/experiential opportunities</li> </ul>
			<ul style="list-style-type: none"> <li>Implement more clinical/experiential opportunities to meet competencies</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		
			<ul style="list-style-type: none"> <li>Incorporate more opportunities to build food knowledge/skills</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		
		<ul style="list-style-type: none"> <li>Support certification of internationally-trained professions in both pharmacy and dietetics</li> </ul>				
		<ul style="list-style-type: none"> <li>Expand preceptor development and support</li> </ul>	<ul style="list-style-type: none"> <li>Institute annual preceptor refresher training</li> </ul>			<ul style="list-style-type: none"> <li># of training sessions, with attendance rates</li> <li>Survey results from students</li> </ul>
<ul style="list-style-type: none"> <li>Highlight innovative preceptors/sites</li> </ul>						
<ul style="list-style-type: none"> <li>Continue to improve the academic</li> </ul>	<ul style="list-style-type: none"> <li>Increase number of electives in 2<sup>nd</sup> and 3<sup>rd</sup> year PharmD and new required courses (undergraduate and graduate)</li> </ul>	<ul style="list-style-type: none"> <li>May 2020</li> </ul>	<ul style="list-style-type: none"> <li># of new courses created</li> </ul>			

		<ul style="list-style-type: none"> <li>experience of students in the program</li> </ul>	<ul style="list-style-type: none"> <li>Enhance interprofessional education in undergraduate programs</li> <li>Establish remediation processes to encourage student success</li> <li>Develop undergraduate research opportunities</li> <li>Maintain positive student/faculty relationships in classroom and outside</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>August 2020</li> <li>Ongoing</li> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li># of successful student residency applications</li> <li>Success rates on PEBC and dietician's national exam</li> <li>Undergraduate research opportunities</li> <li>Student survey results/feedback</li> </ul>
		<ul style="list-style-type: none"> <li>Continue to improve the quality of instruction and assessment practices in the College</li> </ul>	<ul style="list-style-type: none"> <li>Training and use of new peer assessment form</li> </ul>	<ul style="list-style-type: none"> <li>Summer, 2020</li> </ul>		<ul style="list-style-type: none"> <li>Peer ratings, year over year, on newly created peer-assessment form</li> </ul>
		<ul style="list-style-type: none"> <li>Guarantee a diverse and intensive practicum experience</li> </ul>	<ul style="list-style-type: none"> <li>Secure the requisite experiential sites for current Yr3 and Yr2 PharmD students</li> <li>Hire preceptors in Regina and Saskatoon</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>May 2020</li> </ul>		<ul style="list-style-type: none"> <li>Number and distribution of experiential learning sites</li> <li>Number of preceptors (past and new)</li> </ul>
		<ul style="list-style-type: none"> <li>Update admissions procedures to admit high quality students</li> </ul>	<ul style="list-style-type: none"> <li>Employ CASPer to diversify student recruitment and streamline admission process</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Number of prospective student applications every year – entrance success %</li> </ul>
		<ul style="list-style-type: none"> <li>Enhance research impact and excellence</li> </ul>	<ul style="list-style-type: none"> <li>Establish an awards strategy</li> <li>Identify emerging research areas and areas of strength</li> <li>Increase support in specific areas, e.g. pharmacy practice, team science, Indigenous research, infrastructure</li> <li>Enhance research communications and knowledge mobilization efforts</li> <li>Increase research funding and trainee award submissions</li> </ul>	<ul style="list-style-type: none"> <li>August 2020</li> <li>Ongoing</li> <li>Ongoing</li> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Award nominations and successes</li> <li>Scholarly contributions and activities by research area</li> <li>Research development supports and their impacts</li> <li>Research communications and mobilization activities and their impacts</li> <li>Open access contributions</li> <li>Submissions and funding awarded</li> </ul>
<b>Boundless Collaboration</b>	EFFECTIVELY ENGAGE, COLLABORATE, AND SERVE OUR PARTNERS AND STAKEHOLDERS	<ul style="list-style-type: none"> <li>Improve the integration of service units within the college</li> </ul>	<ul style="list-style-type: none"> <li>Develop strategies to support the sustainability of CPDPP, MedSask, RxFile, EatWell SK, and MAC, SDA</li> <li>Establish external partnerships to extend reach of college across campus and communities</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>RD</li> <li>ADA</li> <li>ADR</li> </ul>	<ul style="list-style-type: none"> <li>Amount of funding received by service units</li> <li>Amount of revenue generation</li> <li>Stats in all the service units (which stats?)</li> <li>Teaching hours provided by service units</li> </ul>

		<ul style="list-style-type: none"> <li>Expand partnerships across the University campus</li> </ul>	<ul style="list-style-type: none"> <li>Partner with Huskie Athletics on high performance nutrition resources through the Foods and Nutrition Lab</li> <li>Partner with GIFS to build capacity in nutritional sciences</li> <li>Establish a policy to expand external and internal use of the Foods and Nutrition Lab</li> </ul>	<ul style="list-style-type: none"> <li>August 2020</li> <li>July 2020</li> <li>August 2020</li> </ul>		<ul style="list-style-type: none"> <li>Number of partnerships</li> </ul>
		<ul style="list-style-type: none"> <li>Explore feasibility of PharmD bridging program</li> </ul>	<ul style="list-style-type: none"> <li>Survey other programs and assess availability of necessary resources</li> <li>Committee to meet regularly</li> </ul>	<ul style="list-style-type: none"> <li>August 2020</li> </ul>		
<b>Inspired Communities, Courageous Curiosity, and Boundless Collaboration</b>	INCREASE INDIGENOUS KNOWLEDGES AND VOICES WITHIN THE COLLEGE	<ul style="list-style-type: none"> <li>Foster intercultural understanding, empathy, and mutual respect (TRC Actions 18, 57, 63)</li> </ul>	<ul style="list-style-type: none"> <li>Promote university Indigenization initiatives that foster intercultural understanding, empathy, and mutual respect.</li> <li>Develop curricula that is culturally appropriate (TRC Action 10) and fosters cultural competency in healthcare delivery (TRC Action 23, 24)</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>ADA</li> <li>JS</li> <li>Dean</li> </ul>	<ul style="list-style-type: none"> <li>USask Indigenization initiatives promoted</li> <li>Participation in Indigenization initiatives</li> <li>Initiatives addressing TRC Calls to Action</li> <li>Indigenous course content</li> <li>Cultural competency in curricula</li> </ul>
		<ul style="list-style-type: none"> <li>Increase Indigenous enrollment in undergraduate and graduate programs (TRC Action 7, 23)</li> </ul>	<ul style="list-style-type: none"> <li>Implement Indigenous recruitment strategies</li> <li>Create Indigenous undergraduate and graduate scholarships/awards</li> <li>Prioritize Indigenous students for career growth opportunities, e.g. in undergraduate research, TA/RAs, committees)</li> <li>Provide additional support offerings as needed to ensure educational and professional attainment levels and improve success rates among Indigenous undergraduate and graduate students (TRC Call 10)</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Increase in Indigenous student enrolment</li> <li>Indigenous student applications submitted and awarded</li> <li>Indigenous students in programs</li> <li>Recruitment initiatives</li> <li>Indigenous scholarships and awards</li> <li>Career growth opportunities for Indigenous students</li> <li>Educational/professional attainment levels of Indigenous students</li> </ul>
<b>Inspired Communities and Boundless Collaboration</b>	INCREASE INTERNATIONALIZATION WITHIN THE COLLEGE IN THE AREAS OF CURRICULUM, STUDENT EXPERIENCE, AND RESEARCH	<ul style="list-style-type: none"> <li>Internationalize teaching and learning in the College</li> </ul>	<ul style="list-style-type: none"> <li>Promote cultural competency and intercultural understanding within the curricula</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>ADA</li> <li>ADR</li> </ul>	<ul style="list-style-type: none"> <li>Student feedback/survey results</li> </ul>
		<ul style="list-style-type: none"> <li>Enhance international collaborations</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate and engage in international scholarly opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>International scholarly initiatives</li> <li>Students involvement in international scholarly initiatives</li> <li>Visiting scholars and trainees</li> </ul>

		<ul style="list-style-type: none"> <li>Enhance international activities in research, service, teaching and learning, and international development</li> </ul>				<ul style="list-style-type: none"> <li>International students</li> <li>International collaborations</li> <li>International community service activities and invited engagements</li> <li>Funding support, submissions and awards</li> </ul>
<b>Inspired Communities</b>	<b>ACQUIRE AND EFFICIENTLY UTILIZE RESOURCES TO SUPPORT THE COLLEGE</b>	<ul style="list-style-type: none"> <li>Enhance student, staff, and faculty wellness opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Offer frequent and ongoing wellness activities</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Chair (WC)</li> <li>Dean</li> </ul>	<ul style="list-style-type: none"> <li>Wellness activities</li> <li>Participation in wellness activities</li> </ul>
			<ul style="list-style-type: none"> <li>Execute career development plans quarterly (CUPE and ASPA)</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Staff feedback/survey results</li> </ul>
		<ul style="list-style-type: none"> <li>Enhance targeted fundraising and shared resources</li> </ul>	<ul style="list-style-type: none"> <li>Identify targeted fundraising and seek and expand donors to increase external funding to college</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Donors and donations</li> </ul>
			<ul style="list-style-type: none"> <li>Support and enhance key shared infrastructure resources</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Shared infrastructure resources and supports</li> </ul>
		<ul style="list-style-type: none"> <li>Thorough review of college staff and faculty complement</li> </ul>	<ul style="list-style-type: none"> <li>Succession planning for upcoming retirements</li> </ul>	<ul style="list-style-type: none"> <li>August 2020</li> </ul>		<ul style="list-style-type: none"> <li>A staff and faculty complement meeting the needs of the college</li> </ul>
			<ul style="list-style-type: none"> <li>Revise job descriptions to meet college needs</li> </ul>	<ul style="list-style-type: none"> <li>August 2020</li> </ul>		
			<ul style="list-style-type: none"> <li>Complete writing of promotion and tenure standards for Indigenous scholarship, including Category 5.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		
		<ul style="list-style-type: none"> <li>Enhance Equity, Diversity, and Inclusivity in the college</li> </ul>	<ul style="list-style-type: none"> <li>Conduct an EDI needs assessment</li> <li>Promote EDI initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>		<ul style="list-style-type: none"> <li>Number of EDI initiatives</li> <li>Participation in EDI initiatives</li> <li>Evidence of increased EDI impacts (student diversity, equitable practices, reduced systemic biases)</li> </ul>
<ul style="list-style-type: none"> <li>Renegotiate preceptor agreements with SHA</li> </ul>	<ul style="list-style-type: none"> <li>Develop cost-sharing model between government, SHA, and college to sustain experiential learning/practicum</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>				