

GOAL 1: Excellence in Education

- ♦ **Expand Dual/Joint/Accelerated Degree Options**
 - Marketing of three new accelerated programs (PharmD-Masters, PharmD-P'Analytics, PharmD-PhD).
 - Development of a new Dual/Joint/Accelerated Degree option external to Pitt Pharmacy.
- ♦ **Recruit, admit and retain quality and diverse trainees**
 - Increase enrollment across programs with a focus on the Masters programs and expand program offerings.
 - Expand trainee placement to PERU research group.
 - Focus on retention efforts, including student well-being: tracking 2024 implementations, update of website with new well-being initiatives.
- ♦ **Engage and collaborate with Pitt Edge**
 - Develop marketing plan for graduate programs.
 - Where appropriate, increase the number of online/hybrid courses and programming.
- ♦ **Integrate Artificial Intelligence (AI), Simulation and AR/VR**
 - Every trainee in our programs will have some exposure to AI in the curriculum & provide support/resources for faculty integration into curriculum.
- ♦ **Pioneer future of teaching and learning**
 - Review Pitt Pharmacy Special Topics and Electives within the PharmD curriculum.
 - Expand focus in curriculum on high-cost advance therapeutics drugs and special handling that goes with these drugs.

GOAL 2: Research of Impact as a Research School of Distinction

- ♦ **Recruit new faculty and staff that enhance research**
 - Pharmacogenomics, Commercialization, Hillman Director position
- ♦ **Retain existing researchers and staff**
 - Enhance infrastructure and support for research.
- ♦ **Utilize data-driven tools such as AI, quantum computing, etc.**
 - Collaboration and engagement in AI opportunities in research across campus (Vizzhy).
- ♦ **Expand scholarly teaching & learning**
 - School-wide increase in faculty publications/presentations, recognitions & awards.
- ♦ **Improve or retain research rankings**
 - Expand # of faculty & staff committed to research to increase research rankings & expenditures.
 - BioForge focus on pharmaceutical product development to align or strengths.
 - Expand fee-for-service opportunities and breakdown internal to Pitt barriers to FFS in collaboration with the SVCHS Office.
 - Collaboration and communication with Centers & submit a collaborative grant proposal.

GOAL 3: Improve Health Through Service

- ♦ **Advance pharmacist provided care**
 - Document clinical outcomes by practice and population health impact.
- ♦ **Address health equity**
 - Build scholarly activity in Outcomes & Implementation.
 - Rise as leaders in the area and market our work
- ♦ **Enhance UPMC & other partnerships**
 - Partner with Health Sciences School on at least one rural health initiative
 - Implementation of AI in at least one healthcare setting
 - Strengthen partnerships with UPMC & others to fund clinical focused positions
 - Expand partnerships with new healthcare organizations and health plans

GOAL 4: Thriving Pitt Pharmacy Community

- ♦ **Live our values**
 - *Continued accountability that supports our values.*
 - *Attendance of Pitt Pharmacy community members at the White Coat Ceremony and Graduation.*
- ♦ **Ensure equity, inclusion, diversity, and belonging are our bedrock**
 - *Appointment of a Wellness Champion & develop infrastructure to support wellness.*
 - *Hire a replacement Pitt Pharmacy Embedded Therapist & continue strong messaging around student wellness*
- ♦ **Expand and enhance professional development opportunities**
 - *Increase the % of faculty who have board certifications, fellowships and other nationally recognized credentials.*
 - *Host a faculty and staff retreat with a focus on AI and evaluating all benefits and challenges around AI.*
- ♦ **Continue focus on communications**
 - *Collaborate with Pitt Edge on Pitt Pharmacy Plan for marketing of graduate programs.*

GOAL 5 Continued Success, Innovation and Sustainability

- ♦ **Alignment of resource allocation to strategic priorities**
 - *Evaluate operational efficiencies and align resource allocation with priorities.*
- ♦ **Empower every individual within Pitt Pharmacy to embrace accountability, trust and belonging**
 - *Host 2026 State of School address*
 - *Engage Alumni Board, BOV and other stakeholders in recruitment and philanthropy endeavors.*
- ♦ **Increase philanthropy efforts**
 - *Kick-off of Comprehensive Campaign – engagement across the school & our partners for developing case statements and priorities.*
 - *Engage BOV with 2025 philanthropic endeavors & strategic priorities.*
- ♦ **Align with Health Sciences and University to promote sustainability of Pitt Pharmacy**
 - *Develop a fair and equitable faculty workload policy, mid-cycle and post-tenure review.*
 - *Establish 'Moonshots' that align with University and Health Sciences.*