

The background is a dark blue field filled with numerous small, colorful molecular models and abstract geometric shapes. On the left side, a large, prominent wireframe sphere is composed of white dots connected by thin white lines, creating a grid-like pattern. Other smaller, similar structures are scattered throughout the background, some appearing to be in motion or blurred.

BEYOND



UNC

ESHELMAN SCHOOL
OF PHARMACY

Strategic Plan for 2021-2024



BEYOND Rankings
BEYOND Borders
BEYOND Classrooms
BEYOND Labs
BEYOND Excellence

UNC Eshelman School of Pharmacy's Strategic Plan: **BEYOND**

At the UNC Eshelman School of Pharmacy, everything we do begins and ends with a patient in mind. We are a tight-knit community of learners, teachers, researchers and partners, all working toward one common goal of solving the world's most challenging health care issues.

As global leaders in pharmacy and pharmaceutical sciences, we know our work is never over. We are constantly innovating and collaborating with an eye toward the future, going **BEYOND** rankings, borders, classrooms, labs and excellence, to improve health care for those here at home in North Carolina and around the world. Our mission is to prepare leaders and innovators that will solve the world's most pressing health care challenges.

Pursuing this mission hasn't always been easy, but we are a community of people built by grit and ingenuity. Our mission keeps us focused, pushes us harder and helps us remember that we are part of something bigger. We've had an incredible year, but we know we are capable of even more.

Guided by our Vision, Mission and Values, we believe our new three-year strategic plan will take us **BEYOND** where we are today and redefine excellence in education, pharmacy practice and research. Our holistic strategic planning process ensured that all of your voices were heard, and each idea carefully considered. Final feedback confirmed that you see yourselves in this plan.

I look forward to working with each of you as we strive to fulfill our goals and continue our pursuit of **Advancing Medicine for Life**.

All the best,

ANGELA DM KASHUBA, BScPhm, PharmD, DABCP, FCP
Dean, UNC Eshelman School of Pharmacy





Our Vision

To be the global leader in pharmacy
and pharmaceutical sciences

Global

Serving North Carolina, the United States, and the world

Leader

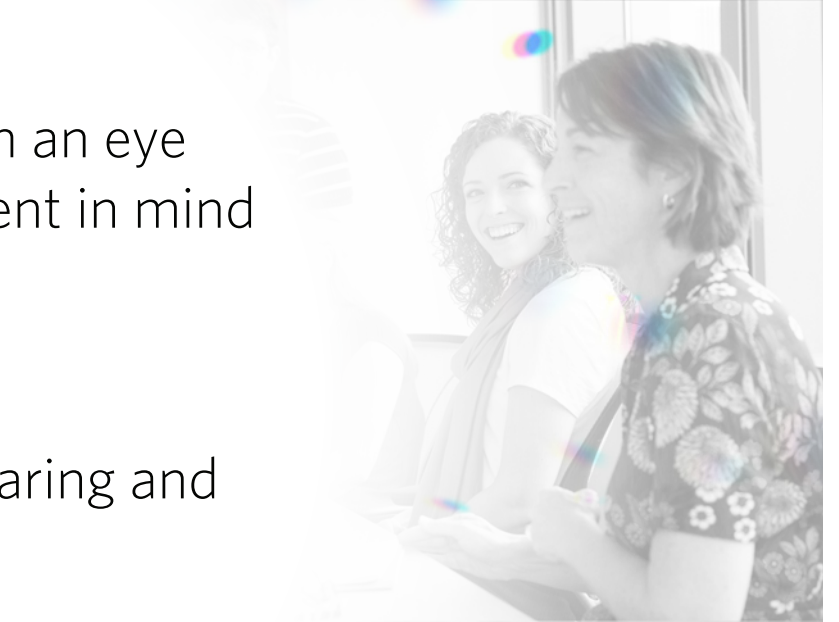
Continuously innovating and collaborating with an eye toward the future; begin and end with the patient in mind

Pharmacy

Going beyond the traditional paradigm of preparing and dispensing of medicinal drugs

Pharmaceutical Sciences

Ever-expanding new fields of research and practice including trans-disciplinary opportunities



The background of the slide is a dark blue field filled with numerous small, glowing particles and complex molecular structures. These structures are composed of interconnected lines and dots, some of which are highlighted in bright colors like orange, yellow, and red, while others are in shades of blue and white. The overall effect is one of dynamic energy and scientific exploration.

Our Mission

Preparing leaders and innovators
to solve the world's most pressing
health care challenges.

Preparing

Develop through education and training;
support with proper resources

Leaders

Students, faculty, postdocs, and staff

Innovators

Disrupting the status quo

Health Care

Emphasis on pharmacy and pharmaceutical sciences but
extending out to other disciplines through partnerships

Challenges

Modifications to research and practice
due to dramatic changes in landscape



Our Values

WE CARE

Welcoming, Equity, Commitment,
Accountability, Respect,
and Excellence

Welcoming

Creating an environment of inclusion and belonging

Equity

Opportunity for all

Commitment

Relentless passion for impact to society

Accountability

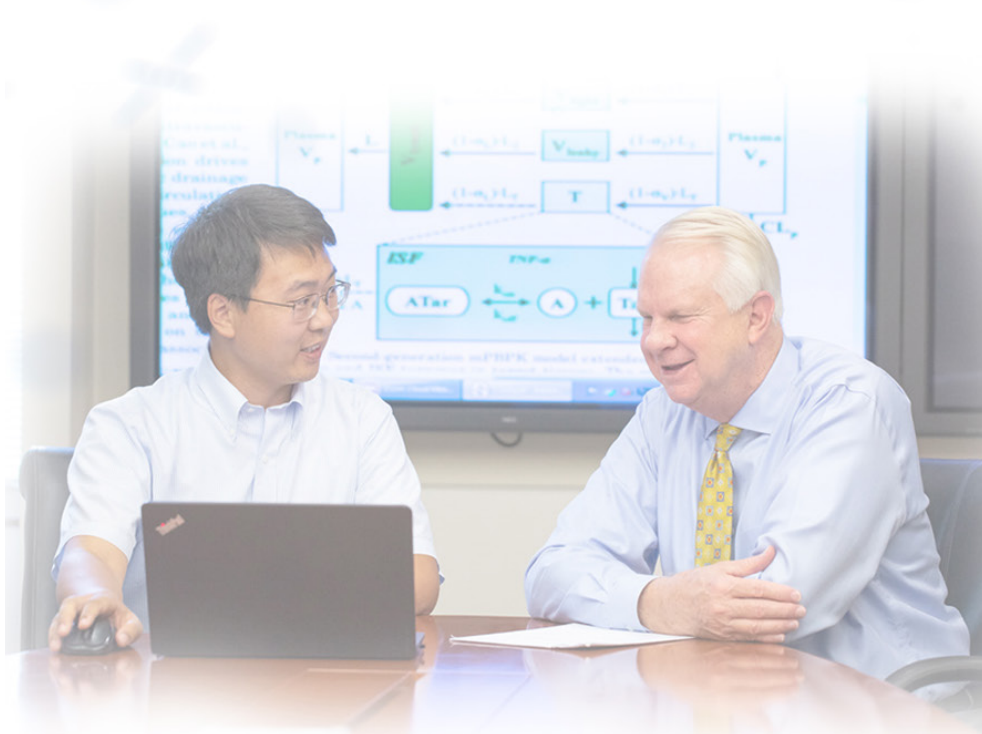
Ownership and responsibility

Respect

Appreciate and value others

Excellence

Pre-eminence in everything we do







Priority [#]1

Create the most engaging culture

Objective 1

Foster Diversity,
Equity, & Inclusion

Initiatives

- Recruit and retain diverse talent
- Prepare culturally intelligent professionals
- Build an inclusive community

Objective 2

Improve Well-being
& Resiliency

Initiatives

- Create a comprehensive employee and student well-being program
- Launch a Cross-Campus collaboration program initiative to standardize well-being and resiliency across health sciences

Objective 3

Expand
Engagement

Initiatives

- Provide access to mentorship and educational opportunities for career advancement and continuous professional development
- Improve culture through school and unit-specific initiatives



Priority [#]2

Accelerate innovation and
transformational change in pharmacy
and the pharmaceutical sciences

Objective 1

Prioritize Research
& Translation

Initiatives

- Create a strategy and secure significant personnel resources to become a recognized leader in neuroscience drug discovery/development and therapeutic applications
- Use translation and entrepreneurship to deliver tangible new products and services all the way to market

Objective 2

Develop Educational
Offerings

Initiatives

- Launch new high value degree programs
- Establish programs to attract and retain students in rural and underserved areas in NC
- Launch micro credential, professional education, and resources for emerging and untapped careers

Objective 3

Advance
Practice

Initiatives

- Transform the business model for pharmacy services in NC
- Advance the delivery and quality of patient care in community pharmacy and ambulatory care across NC



Priority [#]3

Improve operating efficiency
to invest in strategic areas

Objective 1

Optimize Cost/
Expense Levers

Initiatives

- Create resource allocation for all expenses
- Create transparent process for discontinuing initiatives and removing redundant activities
- Refinance and pay off facility/building debt

Objective 2

Drive New Revenue
Generation

Initiatives

- Improve “go to market” strategy for new initiatives and partnerships
- Align strategic priorities with fundraising priorities to drive more philanthropic investment
- Sustainably operationalize and grow the Eshelman Institute of Innovation

Objective 3

Enhance Facilities
and Physical Space

Initiatives

- Improve shared space for students, faculty, staff, and collaborators to interact and engage
- Develop facility plan that aligns with priorities, campus partners and multi-campus presence
- Allocate sufficient funds for space maintenance and technology upgrades

The background is a dark blue field filled with numerous small, glowing particles and molecular structures. Some particles are simple dots, while others are connected by thin lines, resembling chemical structures. The colors of the particles and lines are primarily blue, white, and yellow, with some hints of red and green. The overall effect is a sense of dynamic, microscopic activity.

The Eshelman Way

We believe we are in the business of taking care of people.

We come to work in our labs, pharmacies, classrooms and offices every day striving to help people live longer, healthier lives.

We believe everything we do begins and ends with a patient in mind.

We have faith in each other and a fierce belief in the work that we do.

We believe that knowledgeable people who care for others and work together can conquer pain, sickness and disease.

While we come from different backgrounds, disciplines and places, we are all Tar Heels united by a relentless pursuit of healthier lives for all humankind.

We believe our learning, innovating and caring never ends.

We are dedicated to making a positive difference in people's health in North Carolina, the United States and the world.

We are Advancing Medicine For Life.

BEYOND



Strategic Plan for 2020-2024