

WAYNE STATE  
UNIVERSITY

EUGENE APPLEBAUM  
COLLEGE OF PHARMACY  
AND HEALTH SCIENCES

# **Department of Pharmaceutical Sciences**

## **Strategic Plan 2019 -2024**



Approved by the Department Faculty April 10, 2019

## The Department

We are a multidisciplinary department providing expertise in the areas of drug discovery, development, and evaluation. We are dedicated to pursuing scholarship that creates new knowledge, to learning that disseminates and preserves knowledge, and to engagement that exchanges knowledge. Our **MISSION** is to:

### Department Mission

- Provide an integrated, multidisciplinary education in the Department of Pharmaceutical Sciences to students enrolled in our graduate and doctor of pharmacy programs;
- Maintain innovative research programs in the Department of Pharmaceutical Sciences which contribute to our understanding of the design, synthesis, delivery, disposition, action and safety of biologically active compounds;
- Serve as a resource of expertise to the University and the community at large.

### Department Vision

To achieve national recognition as a top ranked program in Pharmaceutical Sciences.

### Defining Values and Commitments

The Department will champion and be led by values and commitments that define its character, principles, standards, and expectations of its members. They include to:

- Foster appreciation of the critical and unique contributions made by basic Pharmaceutical Sciences to the professional and graduate pharmacy programs, and to the Eugene Applebaum College of Pharmacy and Health Sciences.
- Enhance the scientific and professional communities within and beyond the University.
- Strive for excellence, through assessment and iterative quality improvement.
- Maintain teaching and learning at the cutting edge of knowledge in our specializations.
- Promote and serve as models of life-long learning.
- Champion collaboration and interdisciplinary learning and research.
- Create and sustain diversity and inclusion for faculty, students and staff and an environment that welcomes and values those of all social identities and backgrounds.
- Contribute to an atmosphere that conveys respect and supports outstanding communication.
- Pledge to act with honesty and integrity, and adhere to the highest standards of professional behavior.
- Act to make members, alumni, and observers proud of the quality of the department and its offerings.

### Strategic Themes for the Future

Pharmaceutical Sciences Faculty have identified 4 themes to focus our efforts towards building within the department over the next 5 years. Each theme has a series of goals, both short term and long term, for which we have defined measurable parameters for advancement and accountable individuals to ensure progress is made for each goal. A broad set of consensus goals and action were developed under these themes and subsequently prioritized under a tactical plan that considers factors including budget, personnel, and internal and external forces including a new budget model that will affect the feasibility and desirability goals and action.

## Theme 1: Improve graduate student funding, recruitment and development

**Goal #1: Develop funding initiatives that will allow for the expansion and support of our graduate program.** Although Pharmaceutical Sciences has an outstanding graduate program, we will need to increase the number of students at the PhD and MS levels to accommodate the demands of new faculty joining our program and the growing needs of research active faculty already present. To accommodate for the need of more students in our program, we will need to increase funding to support this growth.

**Goal #2: Expand MS and PhD student recruitment at the local, national and international levels.** Currently our department has a high percentage of international students and we succeed in drawing excellent students. However, to take advantage of funding opportunities for students at the national and international (Canadian) level, we need to expand our student population in both the MS and PhD programs.

**Goal #3: Expand Student Career Development Initiatives.** The Graduate School already provides several initiatives for the development of our graduate students (*i.e.*, the BEST program and the GPPD workshop series), however, as a department, our faculty are in the best position to help our students develop for a career in the field of Pharmaceutical Science. Our goal will be to expand our delivery of career development initiatives for our specific students.

## Theme 2: Expand Faculty Recruitment Efforts

**Goal #4: Enhance Faculty Recruitment Efforts.** Given the recent reduction in Pharmaceutical Sciences faculty and the impact this has on available faculty with expertise in areas of pharmaceuticals and medicinal chemistry, it is critical we hire new faculty to maintain the research strength and training excellence of our program. Expansion of our faculty base would also allow us to move into emerging and highly important new areas (e.g., systems pharmacology), as doing so would further strengthen our department.

## Theme 3: Explore New Graduate Programs and Undergraduate Courses

**Goal #5: Revise the Curriculum and Expand Graduate Student Outreach.** Currently, no undergraduate courses are housed within Pharmaceutical Sciences and few students outside of the Department take the core courses required for our students. This may be a substantial opportunity under the new university budget model. Given the broad appeal of drug discovery, delivery and action across disciplines, modification of existing courses along with the creation of an undergraduate level course in drugs of abuse should be considered.

**Goal #6: Explore Establishment of Expanded Plan B and New Plan C MS Programs.** Pharmaceutical Sciences houses a research-intensive Plan A MS program. This is not amenable to working adult learners or those that seek additional technical training for jobs that are not research related. Thus, the development of an expanded Plan B and new Plan C MS program will provide for training needs of additional students, the former being purely academically based and the later to accommodate the training needs of industry partners.

## Theme 4: Clarify Teaching and Research Work Load Benchmarks

**Goal #7: Develop and Implement a Refined Department College Workload Policy.** Develop a workload policy accepted by faculty that satisfies research demands and supports teaching missions. Currently, there is no department work load policy approved by the department faculty. This may lead to unevenly distributed work load, which may reduce research productivity, worsen department/college national ranking, and lead to faculty being unable to meet College expectations under a new budget model.

## **Theme 5: Serve as Essential Partners in the Doctor of Pharmacy Program**

**Goal #8: Continue to offer excellent foundational training in the Pharmaceutical Sciences to PharmD Students.** Working with the Department of Pharmacy Practice, we share in the governance and operation of this program, which is fully accredited through 2023.

### **Accountability**

We acknowledge the significant commitment made by members of the Department of Pharmaceutical Sciences in preparing an inclusive and forward-looking strategic plan, one with the capacity to direct our programs to the next level of excellence. Given the resources and efforts committed to this process, it is our desire that the strategic plan not signify a goal accomplished, but that it serve as an active roadmap to our future, guiding our evolution and increasing our successes. This cannot occur unless outcomes are achieved.

Regular re-evaluation and adjustment of the strategic plan is needed to assure that it continues to serve the needs and interests of the department. This strategic plan must be a living document that is used, regularly revisited, appropriately revised, and enacted. Progress on priority action items must be assessed regularly by a Strategic Plan Oversight Committee consisting of the Chair and leaders of each of the individual Theme Workgroups. A progress report will be prepared after 12 months, and every 12 months thereafter. Select lists of immediate, 2-Year & 5-Year priority action items will be revisited. These action items will be accorded the highest priority for activity in immediate, 2-year and 5-year periods.

### **Acknowledgements**

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Department of Pharmaceutical Sciences  
Eugene Applebaum College of Pharmacy and Health Sciences  
Wayne State University, 259 Mack, Detroit, MI 48201-2417  
Tel: (313) 577-1047, (313) 577-5415 Fax: (313) 577-2033  
<http://www.cphs.wayne.edu/sciences/index.php>

A complete plan with detailed action steps is available by emailing [PharmSci@wayne.edu](mailto:PharmSci@wayne.edu)