

Wilkes University

Nesbitt School of Pharmacy

School of Pharmacy Strategic Plan 2025-2028

Strategic Initiatives:

1. [Recruit a high-performing, diverse student population.](#) (Maps to University Initiative #2 & 3)
2. [Implement initiatives to improve retention of NSoP students.](#) (Maps to University Initiative #2)
3. [Work to expand resources available to students to prepare them for their professional career.](#) (Maps to University Initiative #2)
4. [Employ contemporary curricular delivery and assessment methods to provide a balanced, progressive, comprehensive curriculum to students.](#) (Maps to University Initiative #1)
5. [Expand relationships with Nesbitt School of Pharmacy Alumni as a resource for improving the student experience.](#) (Maps to University Initiative #4)
6. [Explore initiatives to provide alternative, non-tuition funding sources for the NSoP.](#) (Maps to University Initiative #5)
7. [Sustain an inclusive climate and a culture of continuous improvement in advancing diversity, equity, and inclusion across the NSoP.](#) (Maps to University Initiative #1 & 3)

Strategic Initiative #1: Recruit a high-performing, diverse student population

1. Improve the recruitment of a diverse student population.

- a. Action Item 1: Review recruitment strategies to identify best practices to connect with and support admission for diverse student populations (e.g., individuals who bring underrepresented, marginalized, or nontraditional perspectives to the academic community via age, race/ethnicity, socioeconomic status, geographic background, disability status, sex and gender orientation, etc.)

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Completion of a comprehensive recruitment strategy review report with data analysis 2. Incorporate a focus on recruitment efforts for diverse populations within the comprehensive 3-5 year NSoP Enrollment Sustainability Plan including goals for applicant volume 3. Maintain or increase number of qualified applicants 	<ol style="list-style-type: none"> 1. Dean 2. Executive Committee 3. Director of Admissions and Student Affairs 4. Student Affairs 5. Director of Assessment 6. Diversity, Equity, Inclusion, Accessibility, and Antiracism (DEIAA) Committee 7. Pharmacy Student Senate 	

- b. Action Item 2: Communicate existing financial support strategies to students and families of diverse backgrounds

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Develop and implement targeted and intentional communication (via email, Nesbitt News, etc.) regarding scholarships and grants to students and families 2. Increased utilization of financial support services (e.g., Scholarship Universe, Student Financial Aid Services Staff, etc.) 	<ol style="list-style-type: none"> 1. Student Affairs 2. Scholarship Subcommittee 3. Student Academic Advisors 4. Pharmacy Student Senate Leadership 	<p>Ongoing and continual, starting AY 25-26</p>

- c. Action Item 3: Provide targeted support for students from diverse backgrounds in preparing and submitting scholarship applications, including writing assistance, application review, and workshops as feasible

Outcome Measures	Responsible Parties	Target Date
Develop and implement targeted and intentional communication (via email, Nesbitt News, etc.) regarding scholarship assistance and resources available (e.g., The Writing Center)	<ol style="list-style-type: none"> 1. Student Affairs 2. Student Academic Advisors 3. Diversity, Equity, Inclusion, Accessibility, and Antiracism (DEIAA) Committee 4. Pharmacy Student Senate 	Ongoing and continual, starting AY 25-26

2. Bolster and further support the role of the DEIAA Committee within the school of pharmacy.

- a. Action Item 1: Introduce the DEIAA Committee and webpage with potential and newly admitted students

Outcome Measures	Responsible Parties	Target Date
Direct communication regarding the DEIAA Committee and webpage to newly admitted and prospective students (including Wilkes Pre-Pharmacy Students) through recruitment materials, welcome events (e.g., P1-Orientation), and digital communication (e.g., social media, Nesbitt News, Wilkes TODAY)	<ol style="list-style-type: none"> 1. DEIAA Committee 2. Student Affairs 3. P1 Orientation Planning Team 4. Pre-Pharmacy Club Leadership 5. Student Academic Advisors 	Ongoing and annually, starting AY 25-26

Strategic Initiative #2: Implement initiatives to improve retention of both professional and pre-professional NSoP students

1. Establish a new student mentorship program for pre-pharmacy students.

- a. Action Item 1: Explore and develop a structured peer mentorship program for pre-pharmacy students by evaluating and working with University Student Development and the existing University E-Mentoring Program framework

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Collaborate and meet with University Student Development to assess E-mentoring infrastructure, tools, best practices, and support that can be provided 2. Complete an internal review of the University's E-Mentoring program and identify key components that may be adapted for the NSoP 3. Launch a pilot pre-pharmacy mentorship program for NSoP 	Director of Admissions and Student Affairs	Spring 2028

2. Improve integration of students joining the NSoP from outside of the Wilkes undergraduate community.

- a. Action Item 1: Design and implement a transition welcome event for incoming pharmacy students from outside the Wilkes undergraduate community, focused on fostering connection with peers, faculty, and staff, and supporting their early sense of belonging in the NSoP

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Host at least one dedicated welcome/mixer event per academic year that includes faculty, staff, current students, and new students from outside Wilkes University 2. Administer a brief post-event survey measuring participants' feelings of welcome, connection, and comfort within the NSoP 3. Use survey feedback to identify key improvements or additions 	<ol style="list-style-type: none"> 1. Admissions and Student Affairs 2. Faculty and Staff 3. Students 4. Director of Assessment 	Ongoing and annually, starting AY 26-27

for the following year's event		
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3. Provide greater ongoing support for NSoP students through enhanced academic and wellness initiatives.

- a. Action Item 1: Use student-level academic performance data to identify targeted opportunities for academic support, especially for at-risk student population

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Conduct a review of student academic performance data (e.g., GPA trends, course pass rates, remediation rates, academic probation rates) 2. Launch 1-2 new or revised academic support offerings (e.g., peer tutoring, review sessions, supplemental instruction) based on data 	<ol style="list-style-type: none"> 1. Academic Affairs 2. Student Affairs 3. Director of Assessment 4. Pharmacy Student Senate 	Spring 2027

- b. Action Item 2: Use a student needs assessment to develop and implement initiatives that prioritize the mental health, physical wellness, and social-emotional learning (SEL) support

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Conduct a needs assessment or survey of student wellness and SEL competencies 2. Identify and implement at least 2 wellness initiatives (e.g., mindfulness workshops, stress management training, burnout prevention programs, support groups, wellness days, counseling access, digital SEL tools or applications, etc.) 3. Evaluate new initiatives via post-event/program surveys of perceived benefit 	<ol style="list-style-type: none"> 1. Academic Affairs 2. Student Affairs 3. Director of Assessment 4. Pharmacy Student Senate 	Spring 2027

Strategic Initiative #3: Work to expand resources available to students to prepare them for their professional career

1. Develop a professional mentorship pool to support NSoP students in exploring and pursuing desired specialties and professional career paths.

- a. Action Item 1: Identify and organize a structured mentorship pool composed of alumni, preceptors, and other Wilkes-affiliated professional contacts to serve as accessible career mentors, categorized by specialty and career pathway

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Establish a centralized and searchable mentorship database or directory platform 2. Distribute communications to NSoP students explaining how to access and engage with the mentorship network 	<ol style="list-style-type: none"> 1. Office of Experiential Education 2. NSoP Preceptors 3. Faculty (via professional networks) 4. Wilkes Alumni Office 	Spring 2027

2. Explore initiatives for personalized career guidance and job market prep.

- a. Action Item 1: Conduct a comprehensive evaluation of the existing Post-Graduate Preparation Program to assess student feedback of effectiveness in preparing students for residency, fellowship, and workforce opportunities, and implement targeted revisions based on student feedback

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> 1. Conduct surveys of current students, recent graduates, and faculty participants of the program 2. Analyze data and produce a summary report with key strengths, gaps, and recommendations for program revision 	<ol style="list-style-type: none"> 1. Post-Graduate Preparation Program Leaders 2. Director of Assessment 	Spring 2027

- b. Action Item 2: Establish a sustainable mechanism and dedicated budget to support student participation in professional pharmacy organizations, conferences, and national meetings that align with their career interests and enhance their professional development

Outcome Measures	Responsible Parties	Target Date
Identify funding sources and create a formal process for students to apply for travel/professional development support	<ol style="list-style-type: none"> 1. Dean 2. Faculty Club Advisors 3. Pharmacy Student Senate 	Spring 2027

Strategic Initiative #4: Employ contemporary curricular delivery and assessment methods to provide a balanced, progressive, comprehensive curriculum to students

1. Enhance faculty curricular delivery skills and confidence in alignment with the updated curriculum.

- a. Action Item 1: Implement a minimum of two faculty development workshops per academic year focused on innovative teaching strategies, active learning, and inclusive curricular delivery

Outcome Measures	Responsible Parties	Target Date
Hold 2 faculty development workshops conducted each academic year	<ol style="list-style-type: none"> Associate Dean of Academic Affairs Curriculum Committee Curricular Revival Task Force 	Ongoing and annually, starting AY 26-27

- b. Action Item 2: Conduct a comprehensive review of technology and facility needs to support modern teaching, learning, and assessment strategies, and develop an improvement plan to address identified gaps

Outcome Measures	Responsible Parties	Target Date
<ol style="list-style-type: none"> Complete a technology and facilities audit aligned with curricular needs Develop a technology enhancement plan while working with IT and facilities 	<ol style="list-style-type: none"> Academic Affairs Dean 	AY 25-26

2. Foster a sustained culture of lifelong learning that emphasizes professional competency, personal accountability, and continuous development.

- a. Action Item 1: Design and implement a structured series of milestone assessments at key points within the curriculum to evaluate student progression in core competencies that align assessments with Accreditation Council for Pharmacy Education (ACPE) Standards and Entrustable Professional Activities (EPAs).

Outcome Measures	Responsible Parties	Target Date
1. Develop a longitudinal milestone assessment framework, identifying key curricular checkpoints (e.g., end of P1, mid-P2, end of P3)	<ol style="list-style-type: none"> Curriculum Committee Assessment Committee Director of Assessment Academic Affairs Committee on Progression and Professionalism 	Ongoing and continual, starting AY 26-27 with new curriculum

<p>2. Track and report student performance data, meeting predetermined benchmark scores for each milestone</p> <p>3. Use results to inform individualized learning plans or targeted support interventions.</p>	<p>6. Curricular Revival Task Force</p>	
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Strategic Initiative #5: Expand relationships with Nesbitt School of Pharmacy Alumni as a resource for improving the student experience

1. Strengthen engagement with NSoP alumni

- a. Action Item 1: Establish a designated Alumni Relations Lead within the NSoP to coordinate alumni engagement efforts and serve as the primary liaison between alumni and the NSoP.

Outcome Measures	Responsible Parties	Target Date
<ul style="list-style-type: none"> 1. Create a formal role description for the Alumni Relations Lead (faculty or staff position), including responsibilities such as alumni outreach, event coordination, fundraising, and communications 2. Appoint faculty or staff to the role 	<ul style="list-style-type: none"> 1. Dean 	<p>AY 26-27</p>

Strategic Initiative #6: Explore initiatives to provide alternative, non-tuition funding sources for the NSoP

1. Build an infrastructure to increase grant activity and external research funding.

- a. Action Item 1: Collaborate with the University’s Office of Sponsored Research (OSR) to deliver a faculty development session on the grant application process

Outcome Measures	Responsible Parties	Target Date
Host at least one NSoP-wide OSR-led grant training session	Department Chairs	AY 26-27

2. Expand financial support from community and corporate partners to fund strategic initiatives and student activities.

- a. Action Item 1: Create and maintain a database of previous, current, and potential community partners and sponsors

Outcome Measures	Responsible Parties	Target Date
Compile an initial list of community or corporate contacts <ul style="list-style-type: none"> • List should specify previous engagement/relationship to NSoP (if applicable) and preferred outreach strategy 	1. Dean 2. Department Chairs	AY 26-27

3. Cultivate a culture of innovation by generating new ideas for alternative revenue sources from across all departments.

- a. Action item 1: Require each department within the NSoP to annually submit at least one proposal or concept for a non-tuition-based revenue-generating initiative

Outcome Measures	Responsible Parties	Target Date
Each department submits at least one revenue-generating idea or proposal annually and presents idea at NSoP Meeting	1. Dean 2. Department Chairs	Ongoing and annually, starting AY 25-26

Strategic Initiative #7: Sustain an inclusive climate and a culture of continuous improvement in advancing diversity, equity, and inclusion across the NSoP

1. *Ensure continuous improvement and sustainability of DEIAA Committee efforts, while remaining responsive to evolving federal guidance, political contexts, and while upholding the core values of the NSoP and University.*

- a. Action Item 1: Review and make necessary adjustments to the DEIAA Committee to align with institutional values and evolving federal guidance, ensuring long-term sustainability under a legally sound and supported framework—while reinforcing values of belonging and inclusiveness

Outcome Measures	Responsible Parties	Target Date
1. Working with NSOP and University leadership, conduct an internal review of the DEIAA Committee’s current title/name, mission, and scope in light of recent federal and state guidance. 2. Develop a clear communication strategy to inform stakeholders (students, faculty, alumni) of any updates to the committee’s mission, programs, or name.	1. NSoP Executive Committee 2. DEIAA Committee	Ongoing and continual, starting AY 25-26

2. *Promote a culture of inclusion and belonging for all NSoP employees and students, including but not limited to individuals with disabilities, LGBTQ+ individuals, and racial, religious, and ethnic minorities.*

- a. Action Item 1: Review institutional and school-level policies and support systems related to accommodations, accessibility, and well-being

Outcome Measures	Responsible Parties	Target Date
1. Complete a documented review of policies and support mechanisms 2. Develop and disseminate clear communications (e.g., support guide, memo) on available resources to faculty, staff, and students	1. DEIAA Committee 2. Student Affairs 3. Dean	AY 26-27