ADRGS Strategic Initiatives

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Determining Priorities

- Input received from entire school
  - ▶ SSPPS Programmatic Evaluation Plan
  - ▶ DOCP Strategic Plan
  - ▶ DOPS Strategic planning initiatives
  - ▶ SPARK/REACH Innovations Initiatives
  - ▶ ADRGS Advisory committee composed of faculty from both departments and working with Debbie Lammers, AVC of Leadership

ADRGS	DOCP	DOPS
Manisha Patel	Heather Anderson	David Bain
Karen Kimes	Jacci Bainbridge	Jared Brown
Isabella Jaramillo		David Kroll

Mission/Vision/Values

- **Mission statement:**

- To transform human health by inspiring, and empowering the research enterprise and graduate education in pharmaceutical and clinical sciences, toxicology, and pharmaceutical outcomes

- **Vision statement:**

- Offer an outstanding, inclusive environment to advance knowledge and improve health outcomes through research and education.

- **Values:**

  ➤ Research Integrity

  ➤ Scientific Transparency

  ➤ Innovation in research, mentorship, and education

  ➤ Impactful Research

  ➤ Culture of Inclusivity and Collaboration

Major areas of ADRGS

- Research
  - ▶ Strengthen existing research while developing new areas of growth
  - ▶ Provide research funding for new initiatives
  - ▶ Build team science initiatives
 - ▶ Improve administrative research support

- Graduate Studies
  - ▶ Program quality and student experience
  - ▶ Training support
  - ▶ Mentorship
  - ▶ Alumni engagement

Research Pillar 1: Strengthen existing research while increasing areas of growth

Goal: Ensure current strengths are maintained while targeting new areas of potential

- **<u>Action items:</u>**
  - Support the faculty by increasing opportunities to showcase their research
    - Create Faculty research portfolios that can be used to enhance the visibility of faculty
  - Target AI & Technology as new areas of growth
  - Develop clinical, translational and pharmaceutical outcomes research as recognized areas of strength.
  - Developing clinical researchers and a pipeline
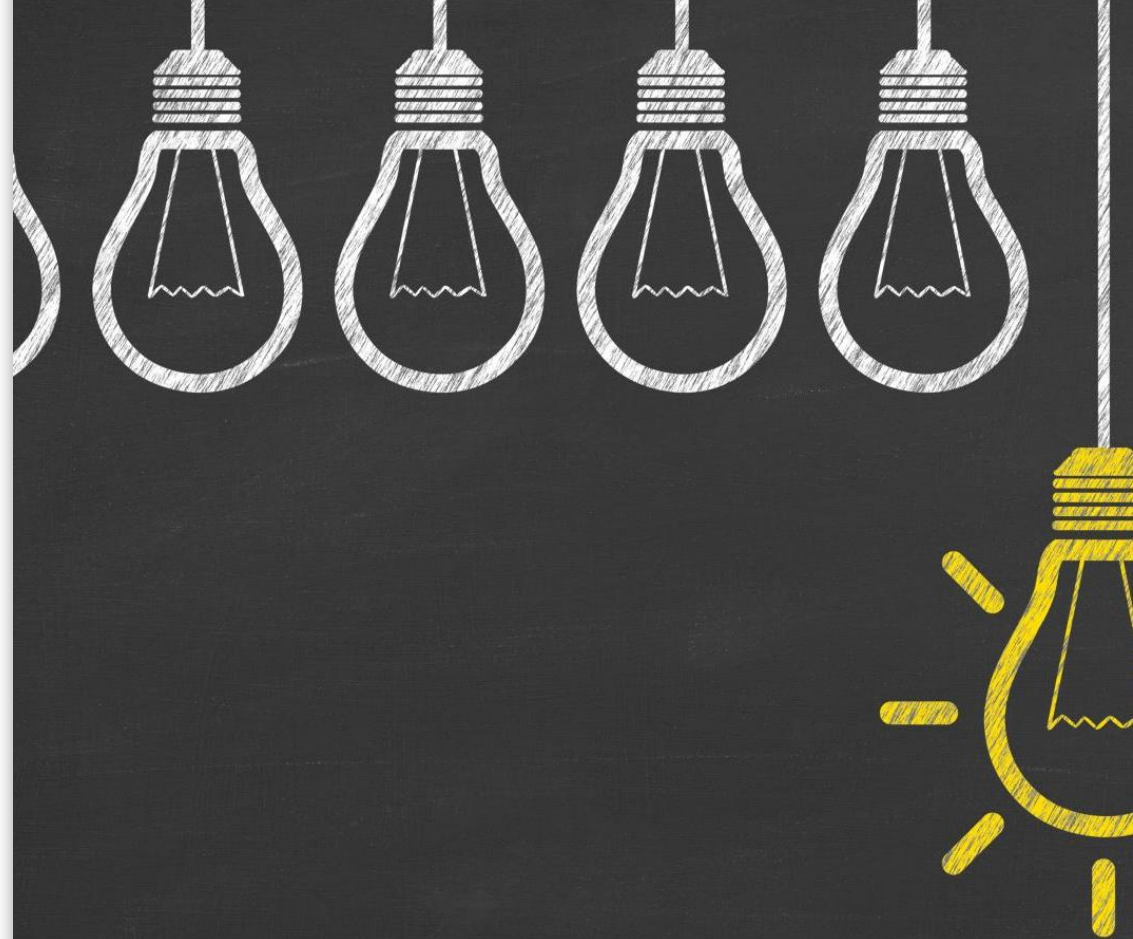
Research Pillar 2: Support Research funding

Goal: Increase funding availability for new pilot data or initiatives

▶ **Action item:**

  ▶ Stimulate AI, quantum computing and data science as new area to attract funding.

  ▶ Support through ADRGS seed grants and Skaggs Scholars Grants calls for proposals.

  ▶ Increase endowments and donors for research initiatives.

Research Pillar 3: Team science and Collaborations

Goal: Promote team science and collaboration success

- **Action items:**
  - Invest in building multidisciplinary and diverse teams
  - Engage campus and external experts for faculty development in new research and innovation areas.
  - Support collaborative research initiatives on campus and beyond through advocacy, education, funding and partnerships

Research Pillar 4: Research Infrastructure and Administrative Support

Goal: To provide excellent research infrastructure and administrative support

Action Items

- Improve administrative support for faculty in obtaining and maintaining grants (cradle-grave support)

- Develop funding dashboards and continuous improvement

- Support Grad Studies with data collection and student/faculty support of program

- Support students and postdocs in funding applications and administrative functions*

*Inclusive of postdocs

Graduate Studies Pillar 1: Program Quality and Learner Experience

Goal: Ensure we continue to reach the best and brightest minds and improve training experience*

▶ **Action items:**

- ▶ Recruit and retain high quality trainees
- ▶ Collaborate with program directors in developing high quality curricula
- ▶ Celebrate and highlight trainee achievements through awards, events, media and newsletters*
- ▶ Create a diverse, inclusive and equitable learner body through holistic recruitment and best practices*
- ▶ Support student and postdoc leadership opportunities and attendance to conferences and workshops*
- ▶ Support student and postdoc wellness through campus and school resources*

• * inclusive of postdoctoral trainees

Graduate Studies Pillar 2: Improve training support

Goal: Support graduate training while ensuring the future needs of Pharmaceutical Research

- **Action items:**
  - Advocate for continuous improvements in student and trainee stipends*
  - Increase funded trainees through fellowships and grants*
  - Support professional development for students and postdocs in grants/fellowship applications*
  - Develop and support training grants*
  - Seek endowments for student support
  - Create PharmD-PhD pathway
    - Through SSPPS graduate programs
    - Explore MSTP program pathway

    * Includes postdocs

Graduate Studies Pillar 3: Mentorship

Goal: Provide high quality mentorship for better student outcomes

Action items:

▶ Identify and engage training faculty in mentorship programs to improve student experience

▶ Develop and utilize mentor-mentee compacts, individual development plans and laboratory guidelines*

▶ Provide safe spaces and conflict resolution pathways

▶ Encourage student and postdoc participation in campus activities, community engagement and outreach activities*

*inclusive of postdoc training

Graduate Studies Pillar 4: Alumni engagement

Goal: Connect and maintain student engagement with alumni at every step of their career

- **Action item:**
  - Participate in Graduate School program initiative to increase Alumni involvement with schools
  - Engage students and postdocs in Alumni events*
  - Create resources to keep alumni engaged with students
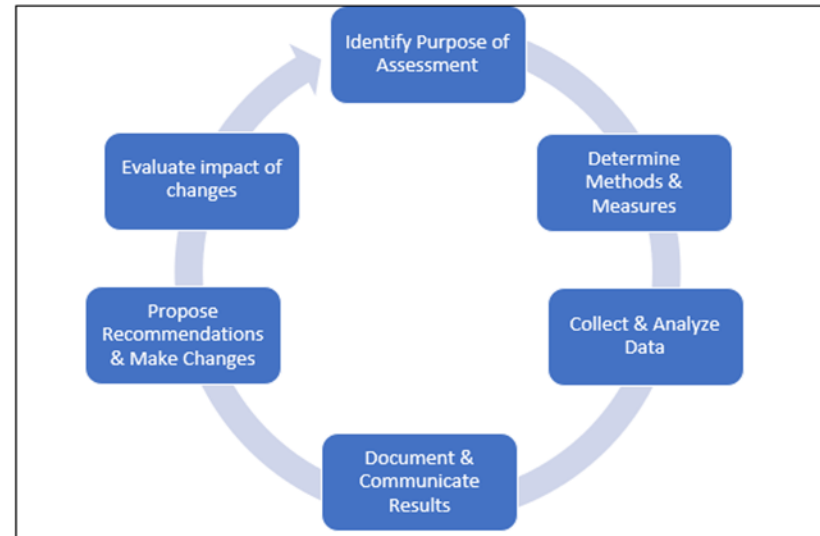
*includes postdocs

Evaluate for Continuous Improvement

Figure 1. General assessment process within the School